

# PENN CENTRAL POST

NEWS FOR AMERICA'S LEADING RAILROAD FAMILY

MARCH 1, 1968



A NEW EMBLEM  
FOR A NEW RAILROAD

# At 12:01 A. M. on Feb. 1, 1968 PENN CENTRAL was born

Some people thought it would never happen. The legal maneuvers seemed endless. One official of another railroad offered to bet \$500 that it would never take place.

But at 12:01 A.M. on Thursday, February 1, 1968, the merger finally, formally went into effect, and America's largest transportation company came into being.

"Good morning, Penn Central," was the way Phyllis Weisse, a switchboard operator, answered the phone at Syracuse, N. Y. She felt a little odd about it, after saying "New York Central" for the past 11 years.

At 30th Street Station, Philadelphia, Car Foreman John McMurrugh walked up to a business car marked Central and stripped off a sheet of paper concealing the word *Penn*, which had been painted in advance for this occasion.

At Grand Central Station, New York, Building Superintendent Warren R. Grove and two carpenters hung a PC banner over the main staircase, and he said, "Now it's official."

At Samuel Rea Shop, the big car-repair and car-building facility at Hollidaysburg, Pa., two secretaries, Sarah Webb and Peggy Jo Carney, got the new *Call Us Penn Central* buttons, and wore them as earrings. "The newest railroad deserves the newest fashion," explained Miss Webb.

Everybody felt part of an event of great historical significance—as in fact it was.

The New York Central, which grew out of a railroad that was chartered in 1826, and the Pennsylvania Railroad, which received its charter in 1846, had combined to form a mighty transportation enterprise.

Now PRR people and Central people were joined in a far-flung family of almost 100,000 men and women.

They were now part of a system spread over 14 states plus the District of Columbia plus two provinces of Canada.

They were geared to serve all the important industrial, agricultural and population centers of their territories.

At Williamsport, Pa., a junction point for the PRR and the Central, two diesel locomotives headed slowly toward each other. They came to stop a few feet apart. One bore the Central oval; the other, the PRR keystone.

Standing on the front running boards, men of both railroads leaned across the intervening space and shook hands, grinning, while news photographers recorded this symbolic union.

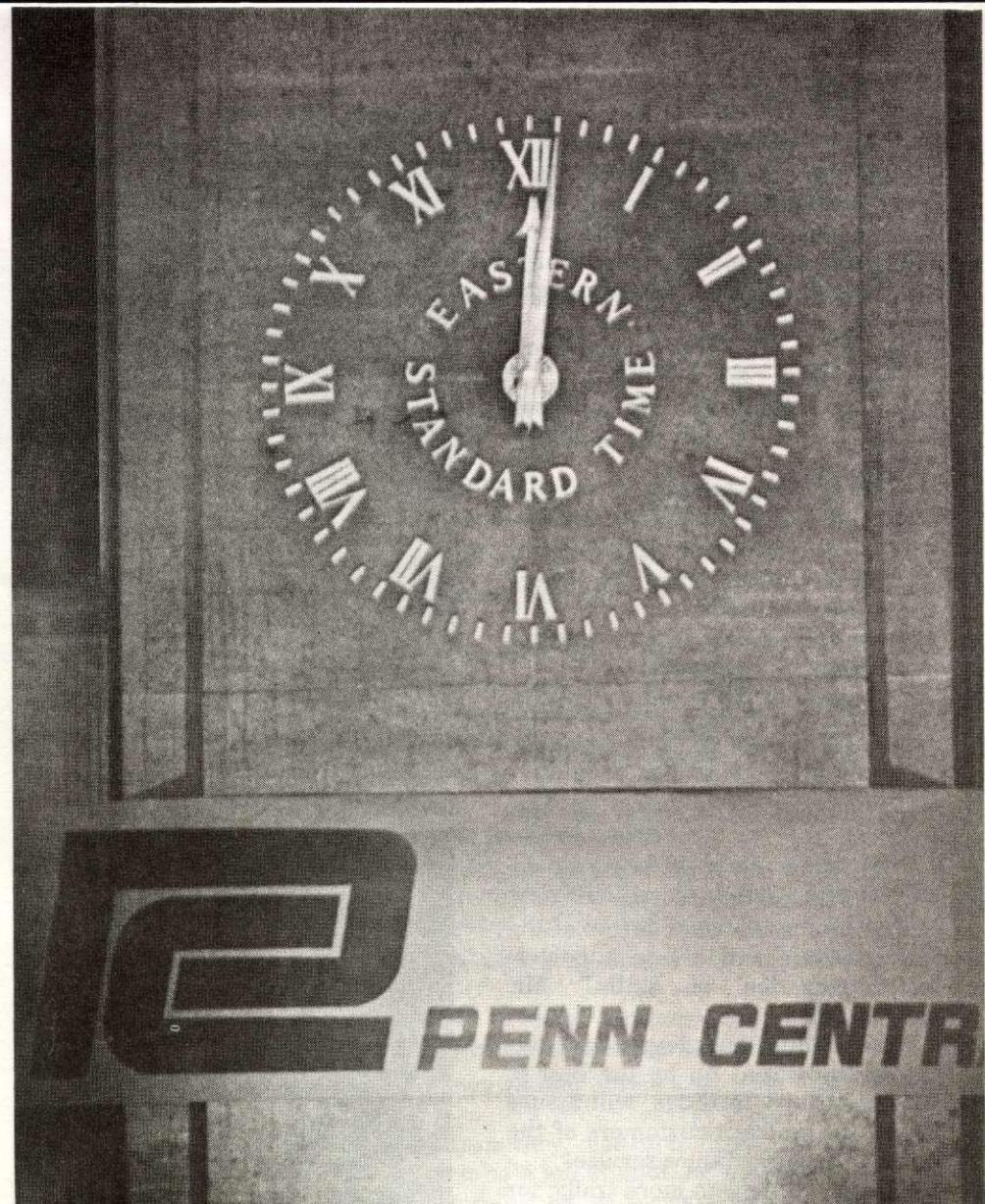
"It's funny—we used to be the biggest rivals," commented big, husky Adam C. Myers, a Central conductor with 42 years' service.

"Now we're the biggest family," said William S. Eisenhart, a conductor with 26 years on the PRR.

"It'll take a little time to get used to it," he added.

Indeed, it would take quite a bit

J. H. Stewart, Jr. (right), Penn Central attorney, files official merger papers with Joseph J. Kelly, Jr., who is secretary of the Commonwealth of Pennsylvania.



Banner with new emblem was up in 30th St. Station, Philadelphia, for historic moment.



At Williamsport, Pa.: PRR Trainmen W. S. Eisenhart, Julius Tofani, C. M. Eckman greet NYC Trainmen A. C. Myers, N. W. Crouse and J. B. Morgan. (Wide World Photo)

of time to mold the two roads together. This tremendous job will be done gradually so as not to disrupt normal service. A carefully planned timetable, developed over several years and recently updated, will be followed to interlace the various departments, terminals, shops and operating functions of the two roads.

Track connections to link the two systems have already been put in at Toledo, Cleveland and Cincinnati, Ohio; Grand Rapids, Mich., and Clearfield, Pa. The next locations for track connection projects are Chicago, Ill.; Buffalo, N.Y.; Columbus, Ohio; and New Castle, Pa.

Yard operations will be merged in one area at a time. First on the list for this process is Toledo, Ohio, selected by the Merger Coordinating Committee, headed by John M. McGuigan. The PRR and Central yards at Toledo were scheduled to become a consolidated operation at 6:30 A.M. on Monday, February 26.

From this focal point, the consolidation process will spread out in widening circles until eventually all the freight operations of the Penn Central are fitted together.

"At each stage of this program," explained Mr. McGuigan, "we'll have teams of former PRR and former Central men out in the field,



At Hollidaysburg, Pa., Sarah Webb and Peggy Jo Carney make earrings out of the new "Call Us Penn Central" buttons.

watching how things are working out. We'll be ready to make quick adjustments where necessary.

"This is like putting together a giant jigsaw puzzle. Each piece has to fit, or the whole board is knocked out of kilter."

Recall notices are going out to employees furloughed since 1964, and those who wish to return will be offered jobs in accordance with the Employee Protection Agreement.

"I don't know of any other merger where such a thing has been

*Continued on page 2*



J. H. Stewart, Jr. (right), Penn Central attorney, files official merger papers with Joseph J. Kelly, Jr., who is secretary of the Commonwealth of Pennsylvania.

Continued from page 1

done," said Guy W. Knight, senior vice president of the Penn Central.

"Furthermore, the Employe Protection agreement provides a higher degree of security than railroad employees—or employees in practically any industry—have hitherto enjoyed."

(Details of the Agreement appear on Page 3.)

Finding suitable jobs for the returning employees will be a major assignment.

Another big assignment is to complete new labor agreements to implement the merger at all points on the railroad. More than 200 agreements are required.

These agreements cover a variety of subjects. For example:

Combining the seniority lists of the two railroads.

Coordinating yards and other facilities.

Providing for transfer of employees.

Blending the work rules of the PRR and the Central.

"Combining the work forces of the two railroads will create a powerful aggregation of skills," Mr. Knight said.

"The ability and loyalty of our employees, backed up by the best in equipment and facilities, will assure the Penn Central's customers of the finest in transportation service.

"This should mean more traffic for us. And more traffic will, in turn, strengthen employment and open up new jobs and new opportunities for advancement."

The Penn Central goes into operation with more than 4,000 locomotives, 5,000 passenger train cars, and 200,000 freight train cars. This far exceeds the equipment roster of any other American railroad.

Now shippers will enjoy a better car supply than ever before.

The merger will eliminate many interchange points where formerly the PRR and the Central had to halt their freight cars and hand them over to the other road. Now this delay won't occur. Freight trains will



"Good morning, Penn Central," says Marion Garvin, sales and service clerk, N. Y.



At PRR shop in Hollidaysburg, Pa., Tony Santarsieri puts emblem on safety hat.

go right on through. Shipments will get to destination more quickly.

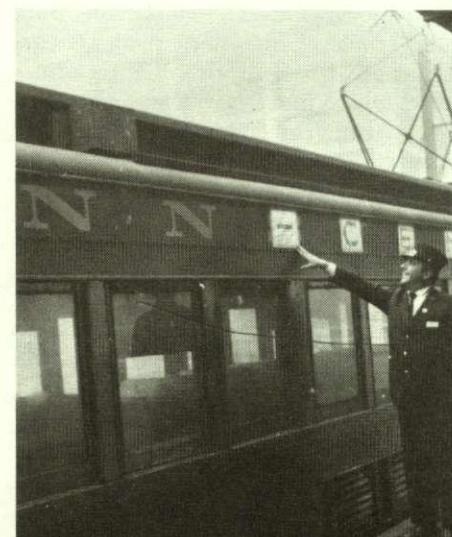
Combining the freight traffic of both roads will make it possible to assemble more full trains that will run straight through to destination without the need for switching en route. This, too, will mean faster service to customers.

Still another advantage will be a wider choice of routes, assuring that freight will get the best possible move to destination.

The officers of the new Penn Central looked forward to an era of enlarged service, increasing numbers of customers, and continual advances in equipment, property, and operating methods. Many needed improvements that had to be postponed in the past because of lack of funds are expected to become possible because of savings brought about by the merger.

But these savings won't appear immediately. Many millions of dollars will have to be spent for employe protection. Many millions more will be spent on installing new track connections and new signals, combining or improving yard facilities, and modifying mechanical devices and operating procedures to make the two rail systems compatible.

As a result, the Penn Central probably will be going through a



At Princeton, N. J., Conductor George N. Dey discovers that students overnight changed Pennsylvania to Penn Central.



Family greeting at Indianapolis, Ind.: Engineman Hugh Finley, of the Central, and Engineman Al Hogue, of the Pennsy.



At Philadelphia, Car Foreman John McMurrough transforms a New York Central business car into a Penn Central car.



In PRR station at Trenton, N. J., Stenographer Betty Orning puts up the new decoration.

tight financial situation for several years.

Furthermore, the PRR and the Central entered the merger after a year of falling profits. The PRR's operating earnings in 1967 were \$14 million, a drop of 69 percent below the 1966 figure. (\$14 million was barely enough to meet the payroll for 1½ weeks.) The New York Central's earnings sank to \$1¼ million, compared with the \$43½ million earned in 1966.

There is expectation of an upturn in the Nation's business and industrial production—and therefore in freight traffic—during 1968, and the Penn Central is looking forward to sharing in this progress.

Meanwhile, New York Central and PRR people, accustomed to years of rivalry, are now moving forward into their new identity as Penn Central people, members of America's leading railroad family.



S. T. Keiley, Grand Central Terminal manager, properly identifies John Jasinsky with a "Call Us Penn Central" button.



At New York Stock Exchange, W. N. Vaughn takes orders for stock identified by PC.

Superintendent W. R. Grove (center) and Carpenters Tony DeLuca and Jack Brennan unfurl the new banner over the main stairway at Grand Central Terminal, New York.



# HOW EMPLOYES ARE PROTECTED

One of the most significant features of the merger of the PRR and the New York Central is the Employee Protection Agreement. This assures that no employee covered by this agreement will be removed from the payroll as a result of the merger.

It states that protected employees will not be deprived of compensation until they leave the service through retirement, resignation or other form of natural attrition.

The Interstate Commerce Commission, in announcing approval of the merger, stated that the Employee Protection Agreement provides benefits "greater than we have heretofore required." It added that

the provisions for attrition are probably "more beneficial to employees than are collective bargaining agreements in most, if not all, other industries."

A spokesman for the Railway Labor Executives' Association, made up of most of the railroad unions, said: "This is a historic agreement, of far-reaching importance to rail employees."

The Employee Protection Agreement was negotiated by Stuart T. Saunders, chairman of the PRR, and Alfred E. Perlman, president of the Central, with unions representing employees on both roads.

To answer typical questions, here are key details.

## Q. What does the Employee Protection Agreement mean?

A. It guarantees that present employees covered by this agreement will not be removed from the payroll as a result of the merger of the PRR and the New York Central.

## Q. How long will the employees have this protection?

A. For the rest of their working lives, subject to natural attrition—that is, until retirement, resignation, death or dismissal for cause in accordance with present agreements.

## Q. Who are protected by this Agreement?

A. All present employees.

## Q. What is meant by "present employees"?

A. This refers to persons who had an employment relation with either railroad on February 1, 1968, and who worked and were paid at any time between January 1, 1964, and various dates agreed to with the unions with which the protective agreement was made. This does not include temporary employees hired for specific non-recurring projects and certain employees covered by the Award issued in November, 1963, by National Arbitration Board 282.

## Q. When did the employees begin to receive this protection?

A. When the merger of the Pennsylvania Railroad and the New York Central went into effect—February 1, 1968.

## Q. Do present employees not represented by a union receive protection?

A. Yes. All present employees represented by unions which have made agreements with the railroads receive protection, and all present employees who are not represented by a union receive the same protection as union employees, if they agree to accept such protection.

## Q. Under the Protection Agreement, can there be temporary reductions in the work force due to emergency conditions after the merger?

A. Yes, the Agreement provides that there may be temporary layoffs when made necessary by floods, snowstorms, fires, strikes, or other emergency conditions; and reductions in forces may be made due to seasonal requirements.

## Q. Can protected employees be laid off after the merger due to a decline in business?

A. Yes, but this must be a decline in excess of 5 percent in any 30-day period, measured by gross operating revenue and net revenue ton-miles, compared with the 1962-1963 level for the same 30-day period. This provision is designed to stabilize employment against minor falls in the level of traffic.

## Q. What happens when business picks up again?

A. The employees thus furloughed, and entitled to preservation of employment, will be recalled to work within 15 days according to the same formula by which they were furloughed.

## Q. Suppose a protected employee's job is abolished as a result of the merger. What will he do?

A. He will exercise his seniority to claim another job, and he will be assured of no reduction in his wages and fringe benefits.

## Q. Suppose the protected employee cannot obtain a position through his seniority?

A. He may be assigned on temporary, vacation fill-in, or relief work; or he may be requested to take a job at another work location. Here again he is assured of no reduction in his wages and fringe benefits.

## Q. What if he has to change his place of residence to take a new job at the request of the Company following the merger?

A. He will be entitled, as necessary, to (1) a travel allowance, (2) living expenses for himself and family while traveling and securing a new home, (3) compensation for wage loss during a reasonable transfer time, (4) moving expenses for household goods, (5) reimbursement for losses in the sale of a home or cancellation of a lease.

## Q. What if an employee should decline to move?

A. He would lose his rights to further employment; and instead of the protective benefits, he would receive a lump sum separation allowance, computed in accordance with the Washington Job Protection Agreement.

## Q. Suppose there is a situation where management and unions disagree on the use and transfer of employees or other arrangements for carrying out the merger. What will be done?

A. The matter will be referred to an arbitration committee on which management and the unions involved will be represented. The decision of this arbitration committee will be binding.



## New railroad, new trademark

Two trademarks, longtime rivals in railroading, marched arm in arm into the history books last month.

They were the keystone of the PRR and the oval of the New York Central.

Taking their place is the bold, brawny, interlocked PC, the trademark of the Penn Central.

The new symbol will be put on cars and locomotives when they come into the shops for heavy repair and repainting. With a fleet of 4000 locomotives, 5000 passenger train cars and 200,000 freight cars, this will be a long-range project; so the keystone and the oval, known throughout the transportation world, will still be visible for several years.

The PRR's keystone was born in 1880 — 34 years after the railroad received its official charter.

The symbol is believed to have been originated by Thom-

as E. Watt, a passenger traffic official of the Pennsylvania Railroad at Pittsburgh.

According to the story, he was working on a folder to advertise low-cost excursion fares from Philadelphia to Atlantic City, N.J., and he wanted a decoration. He chose the keystone, a symbol long associated with the State of Pennsylvania, where the PRR was organized and chartered. This State was the middle one of the 13 original colonies, and thus was pictured as the keystone of the Union.

The solid-looking keystone made an immediate hit with railroaders, and soon came to be used throughout the System, on rolling stock, buildings, timetables, letterheads.

The New York Central's oval trademark was created in 1893.

Folders were being printed at that time to promote rail travel to the Chicago's World's

Fair. In the printing plant, a proofreader noticed a blank space on one page. It bothered him. Having some artistic skill, he sketched an oval with the Central's name inside. It seemed to fill the space just right.

Later the printer stuck the same symbol on a timetable. The first reaction of railroad officials was to have it taken off. But the more the officials looked at the emblem, the more they liked it.

They let it stay. And ever since then, an oval, with varied forms of lettering and varied colors, has been the Central's mark.

Jumping across the years to 1965. . . .

The examiners for the Interstate Commerce Commission recommended approval of the merger, and representatives of the two railroads met very soon to consider creating a new mark for the merged company.

Harper & George, New York industrial designers, were called in to help. More than 200 different sketches were proposed, studied and analyzed over a considerable period and by many persons, before the decision was made in favor of the interlocked PC, shown in the illustration.

Here is how the new mark is described by William A. Lashley, the Penn Central's vice president of public relations and advertising:

"This symbol is designed to give a feeling of both strength and modernity."

"It suggests forward motion—a company on the go."

"It's simple but distinctive—the symbol gives immediate identification and is easily remembered."

"We believe that it effectively expresses the dynamic quality of this exciting and challenging new enterprise we call the Penn Central."

# They'll DIRECT the Penn Central

The Penn Central, like any other corporation, is owned by its stockholders. There are approximately 120,000 of them. They cannot personally keep watch over the railroad they own; so, as in any other corporation, they elect a Board of Directors to do it for them.

The job of the Directors is to protect and promote the stockholders' interests; to choose competent officers to manage the railroad; and to pass judgment on the plans and policies of the officers.

The Penn Central merger agreement provided that the new Board of Directors should consist of 14 former PRR Directors and 11 former Central Directors.

The Directors held their first meeting at Philadelphia on February 1. Seated around the big oval Board table were men prominent in business and industry, in banking and law, in publishing and the academic world.

Their varied talents and experience will provide guidance and counsel to the Penn Central as it assumes its role as the Nation's largest provider of transportation services.

Each year, a portion of the Directors come up for election, and the stockholders may re-elect them or may elect new Directors.

And each year, in turn, the Board votes on whether to retain the existing Chairman, President and Vice Presidents. Thus, the top officers of the Railroad are assured of their positions for only one year at a time. They are employees of the Board of Directors and the stockholders, and are responsible to them for efficient and faithful performance of their duties.

The Directors also consider and confirm appointments to approximately 500 key positions.

In addition, the Board must approve all important investment and improvement plans of Management before funds can be used.



THE PENN CENTRAL BOARD OF DIRECTORS

**First row:** Stuart T. Saunders, Chairman and Chief Executive Officer; Alfred E. Perlman, President and Chief Administrative Officer.

**Second row:** James M. Symes, Philadelphia, former Chairman of the Pennsylvania Railroad; Walter H. Annenberg, Philadelphia, President of Triangle Publications, Inc.; Howard Butcher, III, Philadelphia, Partner of Butcher & Sherrerd; Fred M. Kirby, Morristown, N. J., Chairman of the Board of Directors, Alleghany Corporation; Daniel E. Taylor, West Palm Beach, Fla., Management of Personal Affairs.

**Third row:** Seymour H. Knox, Buffalo, Chairman of the Board, Marine Midland Trust Company of Western New York; Isaac B. Grainger, New York, retired President of Chemical Bank New York Trust Company; Edward J. Hanley, Pittsburgh, Chairman of the Board and President of Allegheny Ludlum Steel Corporation; Franklin J. Lunding, Chicago, Chairman of the Finance Committee of Jewel Companies, Inc.; Carlos J. Routh, New York, President and Director, Pittston Company.

**Fourth row, standing:** Thomas L. Perkins, New York, Counsel to Perkins, Daniels & McCormack; R. Walter Graham, Jr., M.D., Baltimore, Management of Personal Investments; Joseph H. Thompson, Cleveland, Director of Hanna Mining Company; James S. Hunt, Coral Gables, Fla., Chairman of the Board, Coral Ridge Properties, Inc.; R. Stewart Rauch, Jr., Philadelphia, President of The Philadelphia Saving Fund Society; John M. Seabrook, Woodstown, N. J., President and Director of International Utilities Corporation and President and Director of General Waterworks Corporation; Otto N. Frenzel, Indianapolis, Chairman of the Board, Merchants National Bank and Trust Company; Robert S. Odell, San Francisco, President and Director of Allied Properties; William L. Day, Philadelphia, Chairman of the Board, First Pennsylvania Banking and Trust Company; William G. Rabe, New York, President of First Geneva Corporation; Gaylord P. Harnwell, Philadelphia, President of the University of Pennsylvania.

**Not present for photograph:** Richard K. Mellon, Pittsburgh, President and Governor of T. Mellon & Sons; R. G. Rincliffe, Philadelphia, Chairman of the Board of Philadelphia Electric Company.

# They'll MANAGE the Penn Central

The Penn Central Board of Directors, at its first meeting on February 1, approved a new management organization to lead America's largest transportation system.

The Board formally elected Stuart T. Saunders, former PRR Chairman, as Chairman of the Board of the Penn Central; and Alfred E. Perlman, former NYC President, as President of the new company.

Allen J. Greenough, former PRR President, was appointed special consultant to the Penn Central and also becomes president of Pennsylvania Terminal Real Estate Company, a subsidiary based in New York.

Appointments announced thus far by the Board are listed below:

S. T. Saunders, Chairman of the Board and Chief Executive Officer  
A. E. Perlman, President and Chief Administrative Officer  
D. C. Bevan, Chairman of the Finance Committee  
W. R. Grant, Executive Vice President  
D. E. Smucker, Executive Vice President  
H. W. Large, Executive Vice President  
R. W. Minor, Senior Vice President  
G. W. Knight, Senior Vice President

#### Reporting to Mr. Saunders

A. E. Perlman, President and Chief Administrative Officer  
D. C. Bevan, Chairman of the Finance Committee  
J. B. Prizer, Vice President and General Counsel  
J. B. Jones, Vice President  
W. A. Lashley, Vice President—Public Relations and Advertising  
Basil Cole, Vice President—Executive Department  
Bayard H. Roberts, Secretary

#### Reporting to Mr. Perlman

W. R. Grant, Executive Vice President  
H. W. Large, Executive Vice President  
D. E. Smucker, Executive Vice President  
R. W. Minor, Senior Vice President  
G. W. Knight, Senior Vice President  
R. G. Flannery, Vice President—Systems Development  
M. P. Richards, Vice President—Purchases and Material  
F. L. Kattau, Vice President—Management Planning & Development  
J. J. Wright, Vice President—Research

#### Reporting to Mr. Bevan

S. H. Hellenbrand, Vice President—Industrial Development and Real Estate

W. R. Gerstnecker, Vice President—Corporate  
P. D. Fox, Vice President—Administration  
R. Haslett, Vice President—Investments  
R. C. McCron, Treasurer

#### Reporting to Mr. Grant

W. S. Cook, Vice President and Comptroller  
T. K. Warner, Jr., Vice President—Taxes

#### Reporting to Mr. Smucker

J. C. Kenefick, Vice President—Transportation  
G. C. Vaughan, Vice President—Engineering & Equipment

#### Reporting to Mr. Large

J. G. Patten, Vice President—Freight Sales  
A. P. Funkhouser, Vice President—Coal and Ore Traffic  
J. R. Sullivan, Vice President—Marketing

#### Reporting to Mr. Minor

W. F. Kirk, Vice President—Mail, Express & Highway Services  
J. E. Chubb, Vice President—Baltimore

#### Reporting to Mr. Knight

L. B. Fee, Vice President—Employee Relations

#### Other Key Officers

A. M. Harris, Assistant Vice President—Transportation  
R. B. Hasselman, Assistant Vice President—Transportation  
J. H. Heron, Assistant Vice President—Equipment  
C. T. Popma, Assistant Vice President—Engineering  
A. M. Schofield, Assistant Vice President—Operations Planning  
E. L. Claypole, Assistant Vice President—Passenger Service  
R. D. Timpany, Assistant Vice President—Operating Administration  
C. G. Magruder, Assistant Vice President—Traffic Administration  
C. E. Ingersoll, Assistant Vice President—Passenger Service Contracts  
J. W. Diffenderfer, Assistant Vice President—Special Services  
C. G. Sempier, Assistant Vice President—Data Systems  
J. S. Fair, Jr., Assistant Vice President—Purchases  
V. J. Floyd, Director—Industrial Development  
O. W. Pongrace, Director—Industrial Development  
F. J. Gasparini, Director—Real Estate  
H. S. Jensen, Director—Real Estate  
A. J. Tuohy, Director—Security

# They'll make the Penn Central RUN

A railroad needs Directors to give overall guidance. It needs Management to shape policies and put them into effect. And it needs Supervision to keep tabs on the tremendous number of details involved in railroad operation and maintenance.

But nothing happens unless a sales representative wins an order from a shipper, a switching crew delivers empty cars and picks up the loads, a yard crew puts the cars in a train, a car inspector checks the running gear, an engineman starts his diesel, a block operator gives him a clear track.

Nothing happens on the railroad unless a trackman tightens a joint bolt, a maintainer adjusts a switch point, a ticket clerk sells a ticket, a stenographer types a letter, a baggeman stows a mail sack, a rate clerk answers a customer's question.

Thus, while the officers run the railroad, it's the men and women in shops, yards, offices, stations and along the right of way who make the railroad run.

There are 128 different types of railroad jobs, according to the listing of the Interstate Commerce Commission. A representative few are shown in these pictures. They illustrate the wide variety of skills needed to make railroading possible.

The pictures also suggest that if you put Pennsy people and Central people together, you wind up with a first-rate railroad family.

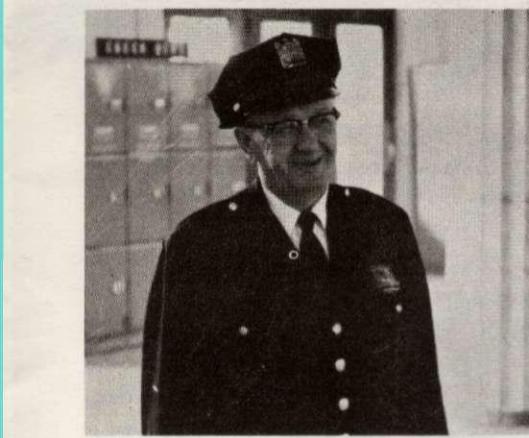
And they indicate that any customer would be smart to take up their invitation to "Call us . . . Penn Central."



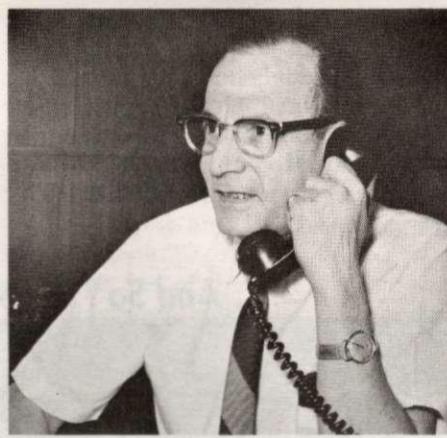
Draftsmen like George F. Langan, Pittsburgh, 20 years on the PRR, work on plans for combining the two railroad systems.



Charles B. Plunkett, sheet metal worker on NYC for 20 years, is looking forward "to a stronger and healthier railroad."



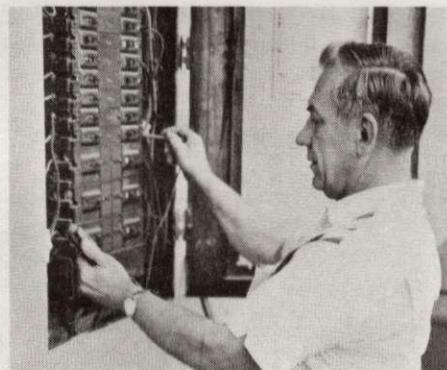
Patrolman Lawrence H. Stevens, Baltimore, Md., a PRR man 27 years, helps provide security for railroad property and people.



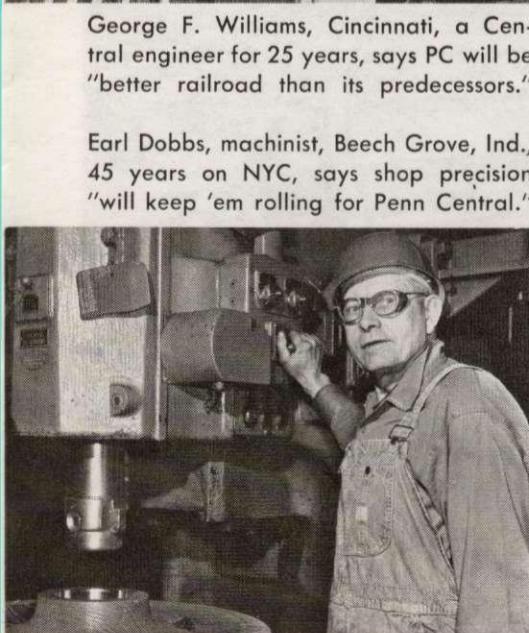
Nick Oliver, freight clerk at Cleveland, 32 years on NYC, now finds he has more varied services to offer to shippers.



George F. Williams, Cincinnati, a Central engineer for 25 years, says PC will be "better railroad than its predecessors."



Stephen Sloboda, Sr., electrician at Wilmington, Del., has 23 years on PRR, will keep the current going for Penn Central.



Earl Dobbs, machinist, Beech Grove, Ind., 45 years on NYC, says shop precision "will keep 'em rolling for Penn Central."



Nebraska White has 28 years' service on PRR (and 23 grandchildren), operates fork lift at Material Center in Columbus, Ohio.



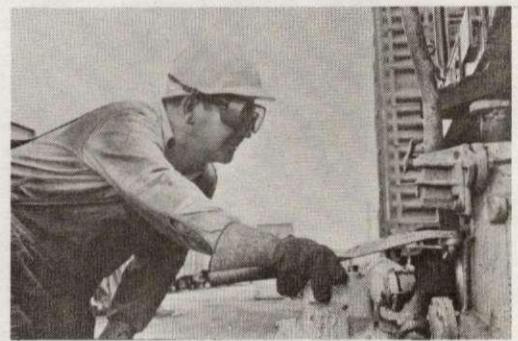
Car Inspector James A. McNabb, at Morrisville, Pa., 27 years on PRR, will help assure safety of Penn Central shipments.



Robert L. Smith, mail handler, has been on the Central 18 years, will now route mail sacks to the right places for the PC.



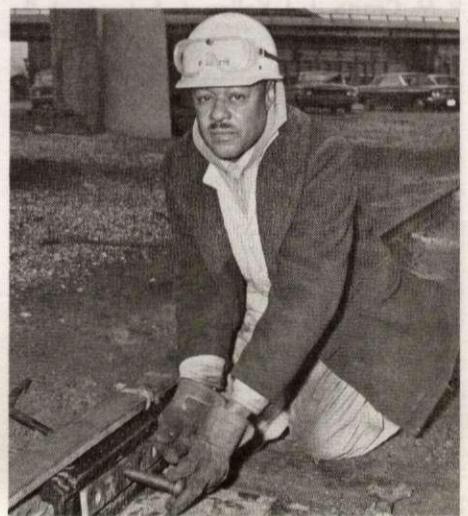
Larry O'Banion, yard conductor at Avon, Ind., 13 years on Central, says, "Let's forget PRR or NYC—this is Penn Central."



Car Repairman Donald R. Ebey, Canton, O., 21 years on the PRR, does the work that assures safe movement of freight cars.



Clerk Mally R. Eagon, Canton, O., with only 1½ years on PRR, is typical of newer employees who'll make Penn Central run.



Trackman Ben Coach, on NYC inspection and repair gang, Englewood, Chicago, has helped assure safe track 3½ years.



Signalman Linus E. Reis, at Columbus, O., 25 years on the PRR, has essential job of assuring exact operation of signals.



Ticket Seller Loretta E. Vetter, 25 years at NYC's Grand Central, now sells tickets (and wins friends) for Penn Central.



Sidney Kronenberg, baggage checkman, Newark, N.J., 26 years on PRR, serves the public for the brand new Penn Central.



Frankie Tippitt, coach buffet attendant, 8 years on the NYC, will help create a friendly image for the new Penn Central.



Conductor Ike Inglis, with 45 years on NYC's Hudson Division, now wins friends for Penn Central by cheerful service.



Barbara Cline, key punch operator with 4 years on PRR at Pittsburgh, will help make data changes for Penn Central.

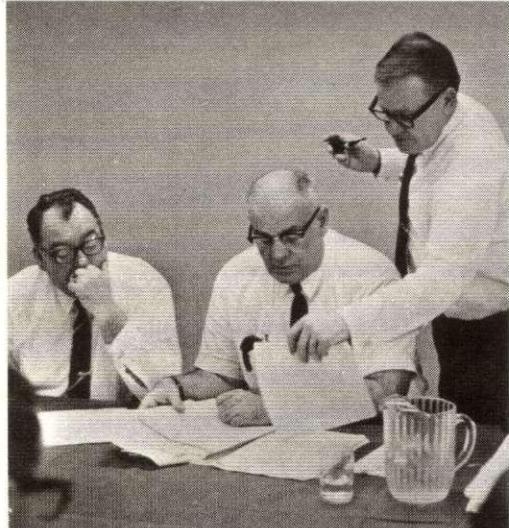
# Labor and Management settle another detail



Representing PRR and NYC members of Brotherhood of Railroad Trainmen at the Cleveland meeting were C. E. Wible, back to camera, and, seated from front to rear, R. M. Crago, J. J. Kelley, J. A. Lyons, J. R. McNeil, D. J. Wykle and W. E. Atkinson.

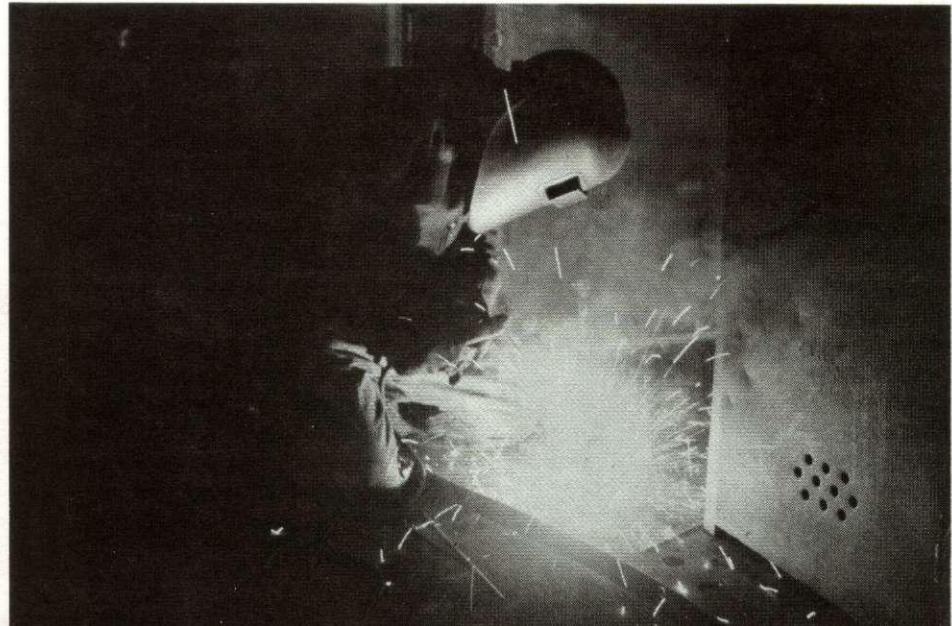


J. D. Burke, Order of Railway Conductors and Brakemen, right, reads statement of understanding into meeting record. The others are D. J. Wykle, W. E. Atkinson.



C. E. Wible, standing, discusses a point in the agreement for combining PRR's and NYC's cabooses into the Penn Central fleet with J. F. McNeil and D. J. Wykle.

Meanwhile, a rehabilitation program for cabooses goes on at the Heavy Repair Shops in Altoona, Pa. Here Kenneth A. Miller welds the floor of a PRR caboose.



Sitting around a long mahogany table in a Cleveland hotel last month, Labor and Management officials were talking about cabooses.

That is, how the cabooses of the two railroads were to be combined into a single fleet for efficient freight operations.

The Labor and Management men had gone over this subject at four previous meetings. Now they were reviewing the final draft.

W. E. Wible, general chairman for PRR Lines East, Brotherhood of Railroad Trainmen, put his finger on one section of the typewritten copy.

"Why do you specify *through* freight in this section?" he asked. "This agreement is supposed to cover all freight movements, including local and helper. It's confusing to have the word *through* here."

Robert E. Swert, director of labor relations for the New York Central, and George F. Daniels, assistant director of labor relations for the PRR, made a quick review of the language.

"You're right," Mr. Swert said. "We'll take out the *through*."

Robert Crago, the Trainmen's general chairman for the southern district of the New York Central, raised another point.

"We all know the details on the new cabooses," he said, "but I'd like something to show my people on the differences in construction between the PRR and NYC cabooses."

"No problem," said Mr. Daniels. "We'll outline the major differences again and give you a letter on it."

The men around the table took notes and made suggestions on what would be included in the letter.

After eight hours of discussing the agreement, item by item, the Labor and Management representatives affixed their signatures. And the agreement for interchanging cabooses became official.

This was one of more than 200 labor agreements to clear the way for a smooth blending of the men and operations of the two railroads.

"The cooperation has been exceptional," said Guy W. Knight, formerly the PRR's vice president of labor relations and personnel, and now senior vice president of the Penn Central. "Technically, these unions didn't have to meet with us till after the merger went into effect, but in many cases agreements were negotiated and signed before the merger day."

"There appeared to be a common desire to minimize the impact on employees and to get the merger rolling as smoothly as possible."

The caboose arrangement was typical of the many matters that had to be resolved.

Traditionally, freight crews were assigned a specific caboose. As a train passed through division points and the crews were changed, the cabooses also would be changed.

When the need grew to speed up freight service to compete with fast truck service, the railroads and the brotherhoods agreed to pool cabooses—that is, the same caboose would stay on the train while the crews changed.

"To accomplish this," explained Mr. Daniels, "the railroads agreed with the brotherhoods that the cabooses—or cabin cars, as they are often called—must be properly constructed, equipped and serviced.

"The agreements to this effect were different on the PRR and the Central. Our new agreement eliminates these differences, and paves the way for combining the two fleets of cabooses to enable us to conduct freight service in an efficient and flexible manner."

Part of the new agreement is a commitment to dispose of the wooden cabooses of the New York Central, said Mr. Swert.

"The understanding is that they will be retired within three years," he explained.

"New cabooses will be constructed in accordance with our new agreement. They will be all-steel, and will have automatic heat, insulation, refrigeration, and swing-motion trucks. The cabooses built for through freight service will have bay windows, rounded inside corners, hardwood floors and electric lights. Reflective paint will be used on steps and grab irons for greater safety."

"We're confident that Penn Central trainmen will be pleased with the results of the new agreement," said Mr. Daniels.

"We also are pleased with what can be accomplished through the whole-hearted cooperation of Labor and Management representatives."



Explaining terms of the agreement to the officials of the Brotherhoods are, from front to rear, T. Murphy and R. E. Swert, NYC; and G. F. Daniels and R. Weaver, PRR.



Signing the completed caboose agreement are John A. Lyons and William B. Thomas of the Brotherhood of Railroad Trainmen.

## ... And So They Were Married



Cartoon by Robbie Robinson in The Indianapolis News, reprinted with permission.

# This merger is a colorful affair and the color is **GREEN**

Tuscan red gave way to "grassy green" on M-Day.

That was the most visible sign of the Penn Central merger at the Samuel Rea Shop in Hollidaysburg, Pa.

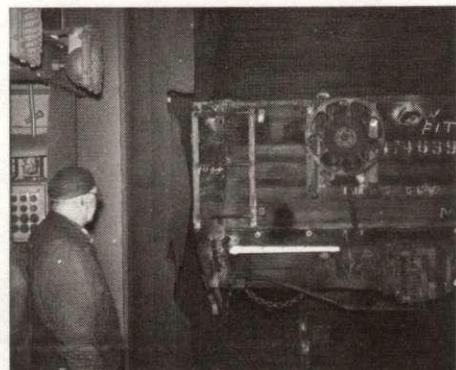
For years, Tuscan red was the color of PRR's freight cars. "Grassy green" is the nickname men in the shops have already given the new Penn Central color, officially called deep-water green.

This color was chosen not only because of its distinctive look but also because tests had shown that it resisted weathering better than other pigments.

Men on the first trick found the shop entrances marked with the new PC insignia. They were given buttons proclaiming: *Call Us Penn Central*.

The arrival of Merger Day, however, was most strikingly noticeable on the Paint Department production line.

Cars at the front of this line, painted on the previous day, wore the traditional Tuscan red. About half way along the line, the cars painted on M-Day stood out in sharp contrast in their bright coat of deep-



Paul Hazlett prepares to sandblast Tuscan red paint from car so painters can apply a smooth coat of deep-water green.

water green.

At the head of the line, Paul Hazlett, working in the sandblasting booth, checked the grit in his machine. Running his hand through the small, buckshot-like pellets, he said, "We have to do a fine job today."

"We have to get all the red paint off so they can put on a nice coat of green," he explained as he adjusted his safety goggles and started a reconditioned gondola into the booth. The car was blasted clean in about 15 minutes.

Dick Burnett, a painter, began spraying the gondola. A light coat of green began to cover the Tuscan red encrusted on his coveralls.

"It sure is a change," he said. "We've been looking forward to this for a long time. I hope it works out all right."

Nicholas J. Orsena, paint foreman, was busy getting PC stencils to the painters.

"It's going very smoothly," he said. "We know we're merged, now that the new color and PC are going on all the stock."

By the end of the first trick, green gondolas were spilling over into the shop's yard. These were reconditioned cars—all except one. This special one was a brand new G-43 gondola. It was the first car to be completely built by the shop for the newly merged company.

Thomas Nycum, a painter, came to work on the second trick and immediately began stenciling a jumbo boxcar with the new PC insignia. For 23 years he had been stenciling PRR on the Railroad's stock.

"This feels all right," he said as



Bright deep-water green of the Penn Central is sprayed on gondola by Richard Burnett.

the big, bold PC started to take shape. "I think it looks pretty good and things look pretty good for the Penn Central, too."

At the Juniata Locomotive Shop in Altoona, Pa., John J. De Stefano, a painter, was putting his first PC insignia on a diesel. He has 34 years' service with the PRR.

Painting the white PC over the Brunswick green of the diesel, he said, "I'm sort of sorry to see the PRR go after all these years. It feels funny putting this on. But it's something new and I hope it's a good thing."

Observing the work was Anthony Lobre, a draftsman in the shop superintendent's office. He measured to be sure the lettering was centered and explained that it takes 21 feet of diesel to spell out Penn Central and add the PC insignia.

He also explained there would be some slight variation in the placement of the new name and insignia because of the various models of diesels. Some of the diesel fronts are high and others low. Some are pointed and others almost square. Louvers, doors and handles are not in the same places on all diesels.

Watching the locomotives being painted, Mr. Lobre said he felt good about the merger.

"I know it's good for the railroads," he declared. "They had to merge."

And, pointing to the sparkling new paint, he added, "Looks like a bright day all around."



J. J. DeStefano stencils Penn Central on side of diesel at Juniata Locomotive Shop.



Draftsman Anthony Lobre and Machinist W. A. Beecher check positioning of stencil.

**On the cover:** Painter J. DeStefano puts new Penn Central insignia on diesel in Juniata Locomotive Shop.



Green boxcars with white PC and lettering began rolling out of the Beech Grove, Indiana, paint shop of the former New York Central System, soon after consummation of merger.

Stencil Cutter F. A. Roefaro puts finishing touches to PC insignia at Samuel Rea Shop.



New PC marks for gondola cars are cut by G. A. Edwards and C. M. Redenberger.

PENN CENTRAL POST  
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This is the new publication for the Penn Central family. In format, this is like a tabloid newspaper. In content, it will follow magazine style. We call it a tabloid magazine.

**Why did we name it the Penn Central Post?**

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Like a whistle post, which tells the engineman there's a grade crossing ahead, we'll alert you to upcoming developments on our railroad and in the railroad industry.

Like the old-time post, or station, where couriers picked up mail pouches and sped them on horseback to the next post, we'll try to bring you the news as fast as possible.

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