

United States Railroad Administration
Director General of Railroads

Northern Pacific Railroad

Schedule

for

Telegraphers

Effective October 1, 1918

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UNITED STATES RAILROAD ADMINISTRATION

Director General of Railroads

NORTHERN PACIFIC RAILROAD

SCHEDULE

FOR

TELEGRAPHERS

and other Employes covered by Supplement No. 13, and its interpretations Nos. 3 and 4, to General Order No. 27.

EFFECTIVE OCTOBER 1, 1918.

Form 1467. 3M 8-21-19

ARTICLE I.

Employees Covered. For positions held by:
Telegraphers,
Telephone Operators, except
switchboard operators,
Agents, except those specified in
Article IV.,
Agent-Telegraphers,
Agent-Telephoners,
Towermen,
Levermen,
Tower and Train Directors,
Block Operators,
Staffmen,

and all others named in the wage scale, herein referred to as employees, the following rates of pay, rules for overtime and working conditions shall apply, except where the context otherwise specifies.

Definition of Term "Telegrapher." "Telegraphers" as used in this schedule, means employes assigned by proper authority to regular telegraph or telephone duties.

Towermen-Levermen. "Towermen" as used in this schedule, is synonymous with "Levermen."

ARTICLE II.

Relay Division. The following are designated as relay offices and constitute the Relay Division:

Saint Paul, "NP"
Fargo, "FO"
Dickinson, "DX"
Helena, "HN"
Spokane, "SF"
Tacoma, "BY"
Portland, "V"

ARTICLE III.

Basis for Payment. (a) All employes herein specified shall be paid on the hourly basis, except those provided for in Article IV.

Classification of Employes. (b) The entering of employes in the positions occupied in the service, or changing their classification or work, shall not operate to establish a less favorable rate of pay or condition of employment than is herein established.

(c) Where existing pay roll classification does not conform to Article I, employes performing service in the classes specified therein, shall be classified in accordance therewith.

Female Employes. (d) The pay for female employes, for the same class of work, shall be the same as that of men, and their working conditions must be healthful and fitted to their needs. The laws enacted for the government of their employment must be observed.

ARTICLE IV.

Employes not Covered. The provisions of this schedule will not apply:

(a) To cases where salaries less than Thirty (30) Dollars per month are paid to individuals for special service which only takes a portion of their time from outside employment or business.

(b) To agents whose compensation as of January 1, 1918, was upon a commission basis, or upon a combination of salary and commissions, not including express or outside commissions.

(c) To agents whose duties are supervisory and who do not perform

routine office work, nor the small non-telegraph stations, except where they are now included in agreements, which, on account of the varying character and extent of their work and responsibilities, cannot be intelligently treated as a class.

Supervisory Agents. (d) The agents at the following stations are supervisory and do not perform routine office work:

Superior,
Duluth (freight),
Brainerd,
Ashland,
Saint Paul (freight),
Minneapolis (freight),
Northtown Transfer,
Stillwater,
Staples,
Crookston,
Grand Forks,
Fargo,
Jamestown,
Bismarck,
Mandan,
Dickinson,
Glendive,
Miles City,
Forsyth,
Billings (passenger),
Billings (freight),
Livingston,
Bozeman,
Logan,
Butte,
Helena,
Missoula,
Wallace
Spokane (passenger),
Spokane (freight),
Pasco (passenger),
Pasco (freight),
Yakima,

Walla Walla,
Ellensburg,
Bellingham,
Everett,
Seattle (freight),
Auburn Transfer,
Interbay,
Tacoma (passenger),
Tacoma (freight),
Centralia,
Portland (freight).

Supervisory Assistant Agents. (e) The assistant agents at the following stations are supervisory and do not perform routine office work:

Duluth,
Saint Paul,
Minneapolis,
Spokane (freight),
Seattle (freight),
Seattle Piers,
Tacoma (freight),
Portland.

ARTICLE V.

Seniority.

(a) Employees' seniority will rank from the date of the beginning of their last employment on their respective divisions; except as provided in Sections (c) and (d) of Article VI. Seniority will date from the time the employe actually begins to draw pay; except that should there be two or more employes entering service on the same day their respective seniority will be decided at the time by the proper officer and the employes concerned advised.

(b) Employees who are re-employed at any time within six (6) months after being discharged, will resume seniority held prior to such discharge.

(c) The Superintendent will furnish the local Chairman annually, upon application, a copy of the official seniority list.

(d) Incumbents of positions not heretofore included in Telegraphers' Schedules, and the incumbents as of September 1, 1916, of the exclusive agency and CS positions added to the schedule on that date; also incumbents of similar positions added since that date, will take seniority from the date of the beginning of their last employment on their respective divisions in the classes of service covered by Article I.

(e) Seniority will be effective only when vacancies occur, new positions are created, or when positions are closed. When positions are closed, the incumbents thereof, if competent, will have the right to any position on the division where located, at that time filled by employes who are their juniors in the service; except as provided in Section (f) of this article. When employes have been displaced, or where an office has been closed, giving employes the right to any position on the division over employes who are their juniors in service, such employes must exercise their seniority within fifteen (15) days, or go on the extra list.

(f) Employes, except exclusive towermen, will not be permitted to displace by exercising their seniority, the incumbents of exclusive towermen positions.

(g) Employes will not retain their seniority for more than three (3) months on leave of absence, except in case of sickness, or for more than

six (6) months after being promoted to any position outside of this schedule.

(h) Employees on leave of absence, who are unable to return to work within three (3) months on account of sickness, will be required to secure extension of such leave of absence before the expiration of the three (3) month period, and must furnish physician's certificate or other satisfactory evidence of continued illness when they report for service; otherwise they will forfeit their seniority.

(i) Employees who are either on leave of absence or have been promoted to a position outside of the schedule will not be permitted to return and work for a few days for the sole purpose of retaining their seniority.

ARTICLE VI.

Transfers.

(a) Employees transferred from one division to another will rank on the seniority list of the division to which transferred from date they begin to draw pay on such division.

(b) Employees who desire to change from one division to another in order to obtain a change of climate for health reasons, shall procure a certificate from an N. P. B. A. physician stating that such change is necessary. If change can then be arranged, the employees will be considered on leave of absence from the division they are leaving and will retain seniority subject to the provisions of Article V, Section (h).

(c) Employees on the line, desiring to enter the relay service, may

file an application, which must be renewed every six (6) months, with the Superintendent of Telegraph and when vacancies occur in the relay offices which cannot be filled from the Relay Division, employes on the line who have applied will be notified and the positions filled in accordance with Article VII, Section (a). Employes thus entering the relay service will retain the seniority on their division which they had at the time they left their division, but must remain in the relay service unless laid off on account of reduction of force or in accordance with Article VII, Section (c), or transferred back to the line in accordance with Section (d) of this article.

(d) Employes in the relay service desiring to enter service on the line may file an application, which must be renewed every six (6) months, with the Superintendent of Telegraph, stating the location and character of position desired, and when vacancies occur in line positions which cannot be filled by employes in the line service, the employes in the relay service who have applied will be notified and the positions filled in accordance with Article VII, Section (a). Employes thus entering the line service will retain the seniority in the Relay Division which they had at the time they left the relay service, but must remain in line service unless laid off on account of reduction of force or in accordance with Article VII, Section (c), or transferred back to the Relay Division in accordance with Section (c) of this article.

(e) Employees transferred from one station to another under orders, including transfers for promotion, shall receive pay for the time lost in transferring on the basis of rate of pay of the position they vacated; also free transportation for themselves, dependent members of their families and household goods. When offices are closed, or positions discontinued, the Railroad will pay for the time lost in making the transfers necessary on account of the employees exercising their seniority and electing to take positions held by employees their juniors in service. This will apply to all employees affected by the discontinuance of a position. When transfers are made for the accommodation of employees, no compensation will be allowed for time consumed in making such transfer.

Unassigned Employees. (f) Employees held for service but not assigned, shall be paid for service on the basis of the rate that attaches to the position to which they are ultimately assigned.

Reduction of Force. (g) In the event of reduction of force on a division, the last employe to enter the service will be the first laid off, and in the event of re-employment, the last employe laid off will be given work first, if available.

ARTICLE VII.

Promotions. (a) In making promotions where ability is sufficient, seniority will prevail—Management to decide.

(b) Employees declining to accept promotion to any position do not forfeit their seniority.

(c) Employes transferred or promoted and after a fair trial found incompetent, will be placed on list of applicants, without pay, until there is a vacancy to which they may be appointed and will then resume previous seniority.

(d) The Railroad will continue to promote employes to positions of train dispatchers, also to positions of supervisory agents and assistant supervisory agents, listed in Article IV, Sections (d) and (e), as far as practicable and in line with the good of the service.

(e) All assignments to exclusive agency positions will be subject to the approval of the Traffic Department.

ARTICLE VIII.

Advertising Vacancies.

(a) Circulars advertising vacancies will be numbered consecutively, commencing with No. 1 on first of each year, and each circular will state the assignment that was made on the previous circular.

(b) When vacancies occur, except in relay offices, they will be promptly advertised by circular to employes on the division. Those interested must make application within seven (7) days from the receipt of circular.

(c) When positions are created temporarily, due to the opening of gravel pits, ice fields, temporary increase in business, or other causes, they will not be advertised unless maintained for a period of more than three (3) months, when they will be advertised.

(d) In relay offices, when vacancies occur, except those which pay

the minimum or which are due directly or indirectly to a change in hours or to the application of Article VII, Section (c), they will be advertised by wire. Employees interested must make application by wire within forty-eight (48) hours from receipt of notice. Vacancies which pay the minimum or which are due directly or indirectly to a change in hours or to the application of Article VII, Section (c), will be advertised only in the offices where they occur. Employees interested must make application within forty-eight (48) hours from receipt of notice.

(e) Employees in the Relay Division, desiring to transfer from one office to another to vacancies which pay the minimum and are not advertised outside of the office where they occur and which are not due directly or indirectly to a change in hours or to the application of Article VII, Section (c), should file an application with the Superintendent of Telegraph and must renew such application every six (6) months.

Changing Hours.

(f) In relay offices, each position will be numbered and the hours specified. If any changes are made in the hours, the positions so changed will be considered closed and the new assignments of hours will be considered new positions and will be advertised only in the office where such changes are made. Employees whose hours are changed, or positions discontinued, will have the right to exercise their seniority only in the office where located and only the junior employe when displaced will have the right to exercise senior-

ity in an office other than the one in which located. Should any employe be displaced through the operation of the seniority of an employe from another relay office, the employe displaced or other employes who may be displaced, will have the right to exercise seniority in any relay office.

Time
Limit for
Assign-
ments and
Transfers.

(g) Employes, except in the Relay Division, will not be permanently assigned until the expiration of seven (7) days from the date of circular and assignments and transfers will be made not later than thirty-seven (37) days from the date of the circular unless the employe entitled to the position is unable to file an application on account of leave of absence, sickness or other bona fide cause. Employes who are not transferred within the time limit specified herein will, after the expiration of thirty-seven (37) days from the date of circular, be paid One (1) Dollar per day extra until they are transferred or are regularly assigned to another position through the operation of seniority. Employes claiming this extra payment must mail overtime slips to the proper officer within twenty-four (24) hours after the expiration of the thirty-seven (37) day period and daily thereafter, or claim will not be allowed. Employes will be notified within three (3) days when claim is not allowed.

(h) Employes in the Relay Division will not be permanently assigned until the expiration of forty-eight (48) hours from date of advertisement, and assignments and transfers will be made not later than seventeen (17) days from the date of advertise-

ment, unless the employe entitled to the position is unable to file an application on account of leave of absence, sickness or other bona fide cause. Employes who are not transferred within the time limit specified herein will, after the expiration of seventeen (17) days from the date of advertisement, be paid One (1) Dollar per day extra until they are transferred or are regularly assigned to another position through the operation of seniority. Employes claiming this extra payment must deliver overtime slips to the office manager daily, or claim will not be allowed. Employes will be notified within three (3) days when claim is not allowed.

**Addresses
of Absent
Employes.**

(i) Employes, except in relay offices, who have been promoted to positions outside the schedule or who are granted leaves of absence, must leave their addresses with the proper officer, who will, as far as possible, forward circulars to employes who are away, and such employes will exercise their seniority, if they so desire, the same as if they were in regular service. Employes in relay offices who have been promoted to positions outside the schedule, or who are granted leaves of absence, must leave their addresses with both the manager of the office in which they are employed and the Superintendent of Telegraph. In cases, however, where the employes cannot be reached, this will not prevent them from exercising their seniority after they return to service.

**Canceling
Applica-
tions.**

(j) An employe who applies for an advertised position will not be permitted to cancel application after

the time limit of the circular has expired, but must accept the assignment made or go on the extra list and will not be permitted, on the following circular, to apply for the position vacated.

Temporary Changes.

(k) In case an employe is assigned to other duties temporarily, or is granted a leave of absence, the position thus left will not be considered vacant and will not be advertised, but will continue to belong to the regular employe during the temporary assignment or leave of absence, and the position will be filled from the extra list. In such cases there will be no objection to advancing temporarily the other employes at that office.

Note: For example—The first trick telegrapher at Allard is needed temporarily as a dispatcher, or is granted leave of absence; in either case the first trick at Allard will not be considered vacant and the second trick telegrapher may, at the discretion of the Chief Dispatcher, be advanced to the first trick; the third trick telegrapher advanced to the second trick; and the extra telegrapher required to work the third trick until the regular telegrapher returns.

Employes returning from temporary assignments or leaves of absence, will resume their regular positions.

Trading Tricks.

(1) The trading of tricks will not be permitted, except temporarily in cases of emergencies.

Temporary Relief Work. (m) Employes who are filling regularly assigned permanent positions when called upon to perform temporary relief work at another station will be paid One (1) Dollar per day extra. In no case will an employe be allowed to waive this extra compensation. Claims for it must be made on overtime slips and mailed to the proper officer daily.

ARTICLE IX.

New Positions. (a) When new positions are created, compensation will be arranged in conformity with positions of same class as shown in this schedule.

Positions Changed. (b) When agent-telegrapher positions are changed to exclusive agency positions, the incumbents thereof will be given the new positions. When exclusive agency positions are changed to agent-telegrapher positions the incumbents thereof will be given the new positions if capable of performing the necessary telegraph duties, otherwise they will exercise their seniority as provided in Article V, Section (e).

(c) When telegrapher positions are changed to exclusive towermen positions, or when exclusive towermen positions are changed to telegrapher positions, the incumbents thereof may have the new positions if capable of performing the necessary duties, or may exercise their seniority as provided in Article V, Section (e).

ARTICLE X.

Discipline, Grievances and Appeals. (a) An employe charged with offenses involving suspension or discharge, will be advised in writing of the nature of the offenses charged.

(b) An employe disciplined or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior within ten (10) days of the date of the advice of discipline and the hearing shall be granted within ten (10) days thereafter. A decision will be rendered as promptly as possible after completion of hearing.

(c) If an appeal is taken, it must be filed with the next higher official as promptly as possible and a copy furnished the official whose decision is appealed. Investigation on the appeal shall be made and the decision rendered as promptly as possible.

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

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

(f) An employe on request will be given a letter stating the cause of discipline. A transcript of the evidence taken at the investigation or on the appeal will be furnished on request to the employe or representative.

(g) If the final decision decrees that charges against the employe were not sustained, the record shall be cleared of the charge; if suspended or dismissed, the employe will be returned to former position and

paid for all time lost. Where discipline is found to be too severe, employe will be returned to former position without loss of seniority, but will not be paid for time lost.

(h) Committees of employes shall be granted leave of absence and free transportation for the adjustment of differences between the Railroad and the employes.

ARTICLE XI.

Care of
Stations,
etc.

(a) Employes will not be required to scrub stations or outbuildings, clean platforms or yards, or attend lawns and gardens, except that at offices where no freight or ticket business is involved, they shall keep interior of office premises in neat condition.

Weighing
Cars.

(b) Telegraphers in main line terminal yards will not be required to weigh cars, except that in emergencies such duties may be required of telegraphers temporarily.

Carding
Cars, etc.

(c) Telegraphers in main line terminal yards will not be required to card cars, look after ice boxes and heaters in refrigerator cars and check yards.

U. S. Mail.

(d) When the carrying of United States mail and parcel post by the employes herein specified becomes unduly burdensome or interferes with the proper operation of trains, they will be relieved from such work.

Switch
Lamps.

(e) At points where no section men are located, employes will care for switch lamps and will be allowed Four (4) Dollars per month for the care of four (4) or less such lamps;

and fifty (50) cents per month for each additional lamp. At all points, in case of the extinguishment of switch lamps, employes must light them or notify the proper employes that they require attention.

Pumps. (f) Employes required to run pumps will be paid Ten (10) Dollars per month for gasoline pumps, and Fifteen (15) Dollars per month for steam pumps.

Switches. (g) Employes, except telegrapher-towermen and exclusive towermen, who have regularly assigned duties of throwing switches, shall be paid Two (2) Dollars and fifty (50) cents per month for such service in addition to rate shown in wage scale.

ARTICLE XII.

Hours of Service. (a) Eight (8) consecutive hours, exclusive of the meal hour, shall constitute a day's work, except that where two or more shifts are worked, eight (8) consecutive hours, with no allowance for meals, shall constitute a day's work.

Overtime. (b) Overtime shall be computed at the rate of time and one-half time. Even hours shall be paid for at the end of each pay period, fractions thereof will be carried forward.

Calls. (c) When notified or called to work outside of established hours, employes will be paid a minimum allowance of two (2) hours at overtime rate.

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

Meal Hour. (e) The meal hour for employes where but one shift is worked, shall be between 11:30 A. M. and 1:30 P. M.; or between 11:30 P. M., and 1:30 A. M. Such employes who are not allowed during working hours sixty (60) consecutive minutes for one meal within the limits specified, shall be paid for one (1) hour overtime at the rate of time and one-half time for each meal hour missed or curtailed at the Railroad's instance and will be allowed twenty (20) minutes for lunch as soon thereafter as possible.

Overtime Slips. (f) Overtime will not be allowed unless overtime slips are mailed to the proper officer within twenty-four (24) hours from the time the service is performed. Employes will be notified within three (3) days when overtime is not allowed, as claimed by overtime slips.

Agents Commencing Time. (g) When agent duties are involved, service shall not begin before six (6) o'clock A. M. nor after eight (8) o'clock A. M.

Overtime Restrictions. (h) Employes in the Relay Division will not be required to work more than two (2) hours overtime in any twenty-four (24) hour period; except, that in cases of general prostration of wires they may be required to work four (4) hours overtime.

Sunday and Holiday Service. (i) Employes will be excused from Sunday and holiday duties as much as the condition of business will permit.

(j) Time worked on Sundays and the following holidays:

New Years,
Washington's Birthday,
Decoration Day,
Fourth of July,
Labor Day,
Thanksgiving,
Christmas,

shall be paid for at the regular hourly rate when the entire number of hours constituting the regular week day assignment are worked.

(k) When notified or called to work on Sundays and or the above specified holidays a less number of hours than constitute a day's work within the limits of the regular week day assignment, employes shall be paid a minimum allowance of two (2) hours at overtime rate for two (2) hours work or less, and at the regular hourly rate after the second hour of each tour of duty. Time worked before or after the limits of the regular week day assignment shall be paid for in accordance with Sections (b) and (c) of this article.

Shifts
Defined.

(1) A shift is a tour of duty constituting a day's work for one or more employes performing the same class of work covered by this schedule, at the same station, who begin work and quit work at the same time, as illustrated by the following examples:

1. One telegrapher employed at a station worked from 8 A. M. to 5 P. M., exclusive of the meal hour, constitutes one shift.

2. One telegrapher employed from 8 A. M. to 5 P. M., exclusive of the meal hour, and one agent (non-telegraph position) employed from 7 A.

M. to 4 P. M., exclusive of meal hour, at station, constitute one shift, except that this shall not be construed to extend the hours of telegraphers now having a day consisting of eight consecutive hours with no allowance for meals.

3. One telegrapher employed from 8 A. M. to 5 P. M., exclusive of meal hour, one agent (non-telegraph position) employed from 7 A. M. to 3 P. M. and one assistant agent (non-telegraph position) employed from 8 A. M. to 4 P. M., at station, constitute one shift for the telegrapher and two shifts for the agent and assistant agent.

4. One agent-telegrapher employed from 6 A. M. to 2 P. M., and one telegrapher-clerk employed from 12 noon to 8 P. M., at a station, constitute two shifts.

5. One agent-telegrapher employed from 8 A. M. to 4 P. M., one telegrapher-clerk employed from 4 P. M. to 12 midnight, and one telegrapher employed from 12 midnight to 8 A. M., at a station, constitute three shifts.

6. One agent (non-telegraph position) employed from 7 A. M. to 4 P. M., exclusive of meal hour, one telegrapher-clerk employed from 8 A. M. to 4 P. M., one telegrapher employed from 4 P. M. to 12 midnight, and one telegrapher employed from 12 midnight to 8 A. M., at a station, constitute one shift for the agent and three shifts for the telegraphers.

7. Telegraphers working at a station as follows: one from 8 A. M. to 4 P. M., one from 10 A. M. to 6 P. M., one from 11 A. M. to 7 P. M.,

one from 1 P. M. to 9 P. M., one from 4 P. M. to midnight, one from 12 midnight to 8 A. M., constitute six shifts.

ARTICLE XIII.

Privileges and Con- cessions.

(a) Employes who are occupying Railroad buildings rent free, will not be required to pay for this privilege during the existence of this schedule and such employes will be furnished fuel and illuminating oil free.

(b) Living accommodations furnished by the Railroad at various stations will be definitely assigned by the Superintendent and considered as belonging to the different positions in the following order: agent, first telegrapher, second telegrapher and third telegrapher.

(c) Where stations are remodeled or rebuilt, the Railroad reserves the right to discontinue living accommodations.

(d) Employes located at points where there is no store, will be given free freight rates from the nearest available town on the division, on supplies for their personal and family use.

(e) Special privileges, such as ice, fuel or other supplies, must be arranged with the Superintendent in each individual case.

(f) Where surety bonds are required by the railroad, it will pay the premium.

(g) Telegraphers will be furnished the free use of typewriters in the following offices:

Saint Paul "NP"
Spokane "SF"
Tacoma "BY"

The Railroad reserves the right to require of telegraphers working in these offices proficiency in the use of typewriters.

ARTICLE XIV.

Special
Work.

(a) Employees attending court, or detailed on any business for the Railroad, other than relief work, shall receive compensation at the same rate as if in regular service, and, if away from home, reasonable expenses. If attending court, time and expenses will be certified by the Railroad's attorneys.

Commercial
Commis-
sions.

(b) A commission of ten (10) per cent of the "this line" receipts will be allowed managers on business handled for commercial telegraph companies at Northern Pacific reporting offices.

Use of Tele-
phones by
Train and
Enginemen.

(c) In every instance dispatchers will endeavor to plan train movements to enable them to issue orders to train crews at open telegraph offices. Trainmen will not be required to take orders over the telephone except in case of necessity to avoid unreasonable delay that could not be anticipated by dispatcher. Where telegraphers are on duty any portion of the day or night, train and enginemen will be required to call such telegraphers, if available, for emergency service.

ARTICLE XV.

Status of
General
Chairman
and Gener-
al Secretary
and Treas-
urer.

(a) In case the employes select one of their number as salaried chairman, he will be considered in the service of the Railroad as to rank and rights of promotion and will retain the same rights he would have gained if in actual service.

(b) In case the employes select

one of their number as salaried secretary and treasurer, he will be considered in the service of the Railroad as to rank and rights of promotion and will retain the same rights he would have gained if in actual service.

ARTICLE XVI.

Conferences. If a meeting with the General Officers is desired, a written notice, together with a statement of matters to be considered, must be forwarded to the Superintendent of Telegraph at least fifteen (15) days before the date at which conference is desired, and the date and time will be fixed within the succeeding fifteen (15) days.

ARTICLE XVII.

Interpretation of Articles. In case of a misunderstanding as to the meaning or application of any of these articles, the employes will have the right of appeal to the next higher officer of the Railroad up to the General Superintendent. If the decision of the General Superintendent is not satisfactory, employes will have the right of appeal to the Superintendent of Telegraph, whose decision, when approved by the General Manager, shall be final.

ARTICLE XVIII.

Vacations Abolished. Vacations with pay are abolished effective January 1, 1919, and in lieu thereof an additional two (2) cents per hour is included in the rates shown in the wage scale.

ARTICLE XIX.

Effective Date of Schedule. This schedule is effective as of October 1, 1918, and will govern until otherwise ordered. Nothing contained herein shall be held to conflict with, or nullify the Transportation Rules of the Railroad.

WAGE SCALE.

RELAY DIVISION.

Name of Station	Position	Hourly Rate
St. Paul, General Office, "NP"	Mgr.-Wire Chief. . . . .	.9100
	Asst. Chief. . . . .	.7650
	Night Chief. . . . .	.7650
	Late Night Chief. . . . .	.7400
	Day Telgrs. (5). . . . .	.7025
	Early N. Telgrs. (4). . . . .	.7025
	Late N. Telgrs. (3). . . . .	.7025
	Other Telgrs. . . . .	.6900
Fargo, "FO"	Mgr.-Wire Chief. . . . .	.8875
	Asst. Chief . . . . .	.7400
	Night Chief . . . . .	.7650
	Late Night Chief. . . . .	.7400
	Telgrs. . . . .	.6900
Dickinson, "DX"	Mgr.-Wire Chief. . . . .	.8875
	Asst. Chief. . . . .	.7400
	Night Chief . . . . .	.7650
	Late Night Chief. . . . .	.7400
	Telgrs. . . . .	.6900
Helena, "HN"	Mgr.-Wire Chief. . . . .	.9100
	Asst. Chief . . . . .	.7400
	Night Chief . . . . .	.7650
	Late Night Chief. . . . .	.7400
	Telgrs. (2) . . . . .	.7025
	Other Telgrs. . . . .	.6900
Spokane, "SF"	Mgr.-Wire Chief. . . . .	.9100
	Asst. Chief . . . . .	.7400
	Night Chief . . . . .	.7650
	Late Night Chief. . . . .	.7400
	Telgrs. (3) . . . . .	.7025
	Other Telgrs. . . . .	.6900
Tacoma, "BY"	Mgr.-Wire Chief. . . . .	.9100
	Asst. Chief . . . . .	.7400
	Night Chief . . . . .	.7650
	Late Night Chief. . . . .	.7400
	Telgrs. (5) . . . . .	.7025
	Other Telgrs. . . . .	.6900
Portland, "V"	Mgr.-Telgr. . . . .	.7275

LAKE SUPERIOR DIVISION.

Name of Station	Position	Hourly Rate
Ashland	Telgr. ....	.5425
Iron River.....	Agent .....	.5700
	Telgr. ....	.5300
Brule	Agt.-Telgr. ....	.5550
Maple	Agt.-Telgr. ....	.5425
Poplar	Agt.-Telgr. ....	.5300
Superior, East End...	Telgr. ....	.5425
Superior, Central Ave.	Agent .....	.6625
	1st Telgr. ....	.5550
	2nd Telgr. ....	.5550
	3rd Telgr. ....	.5550
Lake Superior Division	Relief Agent6900
Duluth, "DU".....	Mgr. Telgr.6775
	Other Telgrs.6425
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Anton	Telgr.5300
Wrenshall	Agt.-Telgr.5425
	2nd Telgr.5300
Zebulon	Agt.-Telgr.5425
Cromwell	Agt.-Telgr. ....	.5425
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Wright	Agt.-Telgr. ....	.5425
Tamarack	Agt.-Telgr. ....	.5425
McGregor	Agt.-Telgr. ....	.5550
	2nd Telgr. ....	.5425
	3rd Telgr. ....	.5425
Kimberly	Agt.-Telgr. ....	.5425
Aitkin	Agent .....	.5550
	1st Telgr. ....	.5800
	2nd Telgr. ....	.5425
	3rd Telgr. ....	.5425
Deerwood	Agent .....	.5150
	1st Telgr. ....	.5550
	2nd Telgr. ....	.5425
	3rd Telgr. ....	.5425
Pillager	Agt.-Telgr.5425
Motley	Agt.-Telgr.5550
	2nd Telgr.5300
	3rd Telgr.5300
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Duluth, 20th Ave....	Agent5150

LAKE SUPERIOR DIVISION—Continued.

Name of Station	Position	Hourly Rate
Berwin Jct.	1st Towerman	.5825
	2nd Towerman	.5825
	3rd Towerman	.5825
West Duluth	Agent	.6100
	1st Telgr.	.5925
	2nd Telgr.	.5550
	3rd Telgr.	.5550
Carlton	Agent	.5825
	1st Telgr.	.6050
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Mahtowa	Agt.-Telgr.	.5425
Barnum	Agt.-Telgr.	.5425
Moose Lake	Agt.-Telgr.	.5425
	2nd Telgr.	.5300
	3rd Telgr.	.5300
Sturgeon Lake	Agt.-Telgr.	.5425
Willow River	Agt.-Telgr.	.5425
Finlayson	Agt.-Telgr.	.5550
Groningen	Agt.-Telgr.	.5425
	2nd Telgr.	.5300
	3rd Telgr.	.5300
Hinckley	Agent	.5825
	1st Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Beroun	Agt.-Telgr.	.5425
Pine City	Agent	.5550
	1st Telgr.	.5300
	2nd Telgr.	.5300
	3rd Telgr.	.5300
Rock Creek	Agt.-Telgr.	.5425
Rush City	Agent	.5075
	1st Telgr.	.5550
	2nd Telgr.	.5425
	3rd Telgr.	.5425
Harris	Agt.-Telgr.	.5425
North Branch	Agent	.5800
	Telgr.	.5425
Stacy	Agt.-Telgr.	.5425

LAKE SUPERIOR DIVISION—Continued.

Name of Station	Position	Hourly Rate
Wyoming	Agt.-Telgr.	.5550
	2nd Telgr.	.5425
	3rd Telgr.	.5300
Forest Lake	Agt.-Telgr.	.5550
Hugo	Agt.-Telgr.	.5425
Bald Eagle	1st Towerman	.4800
	2nd Towerman	.4800
	3rd Towerman	.4800
Morgan Park	Agt.-Telgr.	.5300
New Duluth	Agent	.5825
	Telgr.	.5300
Fond du Lac	Agt.-Telgr.	.5425
Cloquet	Agent	.8250
	Telgr.	.5800
Grantsburg	Agt.-Telgr.	.5800
Chisago City	Agt.-Telgr.	.5300
Lindstrom	Agt.-Telgr.	.5550
Center City	Agt.-Telgr.	.5550
Shafers	Agt.-Telgr.	.5300
Taylors Falls	Agt.-Telgr.	.5550
Ironton	Agent	.5550
	Telgr.	.5800
Washburn	Agent	.5825

ST. PAUL DIVISION.

White Bear	Agent	.6375
	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
St. Paul, Dining Car Department	Telgr.-Stenographer.	.6625
St. Paul, Asst. Supt. Office	Telgr.	.6050

ST. PAUL DIVISION—Continued.

Name of Station	Position	Hourly Rate
St. Paul, Mississippi		
St.	1st Telgr-T. Man....	.6300
	2nd Telgr-T. Man...	.6300
	3rd Telgr-T. Man....	.6300
St. Paul, Mississippi		
Street Yard.....	1st Telgr. ....	.5800
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Como	Telgr. ....	.5300
St. Anthony Park....	1st Towerman ....	.5825
	2nd Towerman ....	.5825
	3rd Towerman ....	.5825
University Ave.....	1st Towerman ....	.5825
	2nd Towerman ....	.5825
	3rd Towerman ....	.5825
Minneapolis, "MS"...	Mgr.-Telgr. ....	.6525
	Other Telgrs. ....	.6300
Northtown Transfer..	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
Coon Creek.....	1st Telgr-T. Man....	.5925
	2nd Telgr-T. Man...	.5925
	3rd Telgr-T. Man...	.5925
Anoka	Agent .....	.6900
	1st Telgr. ....	.5425
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Dayton	Agt.-Telgr. ....	.5550
Elk River.....	Agent .....	.6100
	1st Telgr. ....	.5425
	2nd Telgr. ....	.5425
	3rd Telgr. ....	.5425
Elk River.....	1st Towerman ....	.4875
	2nd Towerman ....	.4800
	3rd Towerman ....	.4800
Big Lake.....	Agt.-Telgr. ....	.5800
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Becker	Agt.-Telgr. ....	.5800
	2nd Telgr. ....	.5300

ST. PAUL DIVISION—Continued.

Name of Station	Position	Hourly Rate
Clear Lake.....	Agt.-Telgr. ....	.5800
	2nd Telgr. ....	.5300
St. Cloud.....	Agent .....	.8250
	1st Telgr.-T. Man...	.6050
	2nd Telgr.-T. Man...	.6050
	3rd Telgr.-T. Man...	.6050
Sauk Rapids.....	Agt.-Telgr. ....	.5800
Sartell	Agent .....	.5550
	1st Telgr. ....	.5300
	2nd Telgr. ....	.5300
Rice	Agt.-Telgr. ....	.5550
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Royalton	Agent .....	.5800
	Telgr. ....	.5300
Gregory	Agt.-Telgr. ....	.5300
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Little Falls.....	Agent .....	.6625
	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
Darling	Agt.-Telgr. ....	.5300
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Randall	Agt.-Telgr. ....	.5550
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Cushing	Agt.-Telgr. ....	.5425
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Lincoln	Agt.-Telgr. ....	.5425
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Philbrook	Agt. Telgr. ....	.5425
	2nd Telgr. ....	.5300
	3rd Telgr. ....	.5300
Mahtomedi	Agent .....	.4800
Stillwater	Telgr. ....	.5675

ST. PAUL DIVISION—Continued.

Name of Station	Position	Hourly Rate
Belle Prairie	Agent	.5025
Fort Ripley	Agt.-Telgr.	.5300
Flensburg	Agt.-Telgr.	.5300
Swanville	Agt.-Telgr.	.5425
Burtrum	Agt.-Telgr.	.5300
Grey Eagle	Agt.-Telgr.	.5300
Sauk Centre	Agent	.6375
	Telgr.	.5550
Sauk Centre	1st Towerman	.5025
	2nd Towerman	.5025
	3rd Towerman	.5025
Westport	Agt.-Telgr.	.5300
Villard	Agt.-Telgr.	.5425
Glenwood	Agt.-Telgr.	.5925
Starbuck	Agt.-Telgr.	.5425
Cyrus	Agt.-Telgr.	.5300

MINNESOTA DIVISION.

Staples, "SO"	Mgr.-Telgr.	.6425
	Other Telgrs.	.6175
Staples, "CS"	Telegrapher	.6300
	1st Towerman	.5150
	2nd Towerman	.5150
Staples	3rd Towerman	.5150
	1st Telgr.	.6050
	2nd Telgr.	.6050
Staples Yard	3rd Telgr.	.6050
	Agt.-Telgr.	.5425
	Agt.-Telgr.	.5675
Verndale	Agent	.5825
Wadena	1st Telgr.	.5675
	2nd Telgr.	.5425
	3rd Telgr.	.5425
Bluffton	Agt.-Telgr.	.5425
New York Mills	Agt.-Telgr.	.5675
Perham	Agent	.5800
	1st Telgr.	.5550
	2nd Telgr.	.5300
	3rd Telgr.	.5300

MINNESOTA DIVISION—Continued.

Name of Station	Position	Hourly Rate
Frazee	Agent	.5800
	Telgr.	.5550
Detroit	Agent	.6900
	1st Telgr.	.6050
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Audubon	Agt.-Telgr.	.5550
Lake Park	Agent	.5550
	1st Telgr.	.5675
	2nd Telgr.	.5425
	3rd Telgr.	.5300
Manitoba Jct.	Agt.-Telgr.-T. Man.	.5800
	2nd Telgr.-T. Man.	.5675
	3rd Telgr.-T. Man.	.5675
Hawley	Agent	.5550
	Telgr.	.5425
Muskoda	Agt.-Telgr.	.5425
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Deer Creek	Agt.-Telgr.	.5300
Henning	Agt.-Telgr.	.5425
Vining	Agt.-Telgr.	.5300
Clitheral	Agt.-Telgr.	.5300
Battle Lake	Agt.-Telgr.	.5550
Underwood	Agt.-Telgr.	.5550
Fergus Falls	Agent	.7975
	Telgr.	.5550
Fergus Falls	1st Towerman	.4800
	2nd Towerman	.4800
	3rd Towerman	.4800
Foxhome	Agt.-Telgr.	.5300
Breckenridge	Agt.-Telgr.	.5925
Breckenridge	1st Towerman	.4800
	2nd Towerman	.4800
	3rd Towerman	.4800
Wahpeton	Agent	.6100
	Telgr.	.5800
Mooreton	Agt.-Telgr.	.5425
Barney	Agt.-Telgr.	.5300
DeLamere	Agt.-Telgr.	.5425
Milnor	Agt.-Telgr.	.5800
Gwinner	Agt.-Telgr.	.5300

MINNESOTA DIVISION—Continued.

Name of Station	Position	Hourly Rate
Stirum	Agt.-Telgr.	.5300
Crete	Agt.-Telgr.	.5300
Great Bend	Agt.-Telgr.	.5300
Hitterdal	Agt.-Telgr.	.5300
Ulen	Agt.-Telgr.	.5425
Syre	Agt.-Telgr.	.5300
Twin Valley	Agt.-Telgr.	.5675
Gary	Agt.-Telgr.	.5425
Fertile	Agent	.5550
	1st Telgr.	.5550
	2nd Telgr.	.5300
Crookston	Telgr.	.5300
East Grand Forks	Agent	.7175
	1st Telgr.	.6175
	2nd Telgr.	.6050
	3rd Telgr.	.6050
Meckinock	Agt.-Telgr.	.5300
Gilby	Agt.-Telgr.	.5425
Honeyford	Agent	.5300
Forest River	Agt.-Telgr.	.5800
Voss	Agt.-Telgr.	.5300
Cashel	Agt.-Telgr.	.5300
Grafton	Agent	.6625
	Telgr.	.5925
Drayton	Agt.-Telgr.	.5800
Bowesmont	Agt.-Telgr.	.5300
Joliette	Agt.-Telgr.	.5300
Pembina	Agent	.5950
	1st Telgr.	.6175
	2nd Telgr.	.5300

FARGO DIVISION.

Dilworth, "DH"	Mgr.-Telgr.	.6525
	Other Telgrs.	.6300
Dilworth	Agent	.5825
Moorhead	Agent	.8800
Milwaukee Crossing	1st Telgr.-T. Man	.5675
	2nd Telgr.-T. Man	.5550
	3rd Telgr.-T. Man	.5550

FARGO DIVISION—CONTINUED.

Name of Station	Position	Hourly Rate
Haggart	Agt.-Telgr.	.5800
	2nd Telgr.	.5675
Mapleton	Agt.-Telgr.	.5925
Casselton	Agent	.6625
	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5675
Wheatland	Agt.-Telgr.	.5925
Buffalo	Agt.-Telgr.	.6050
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Tower City	Agent	.5925
	Telgr.	.5675
Koldok	1st Telgr.	.5300
	2nd Telgr.	.5300
	3rd Telgr.	.5300
Oriska	Agt.-Telgr.	.5925
	2nd Telgr.	.5300
	3rd Telgr.	.5300
Alta	1st Telgr.	.5425
	2nd Telgr.	.5300
	3rd Telgr.	.5300
Valley City	Agent	.9325
	Mgr.-Telgr.	.6175
	2nd Telgr.	.5925
Berea	Agt.-Telgr.	.5800
	2nd Telgr.	.5300
	3rd Telgr.	.5300
Sanborn	Agent	.6375
	1st Telgr.	.5675
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Eckelson	Agent	.5925
	1st Telgr.	.5425
	2nd Telgr.	.5300
Spiritwood	3rd Telgr.	.5300
	Agt.-Telgr.	.5925
	2nd Telgr.	.5300
	3rd Telgr.	.5300

FARGO DIVISION—CONTINUED.

Name of Station	Position	Hourly Rate
Bloom	1st Telgr.	.5425
	2nd Telgr.	.5300
	3rd Telgr.	.5300
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Horace	Agt.-Telgr.	.5425
Warren	Agt.-Telgr.	.5425
Davenport	Agt.-Telgr.	.5675
Davenport	1st Towerman	.4800
	2nd Towerman	.4800
	3rd Towerman	.4800
Leonard	Agt.-Telgr.	.5425
Sheldon	Agt.-Telgr.	.6050
Buttzville	Agt.-Telgr.	.5425
Lisbon	Agent	.6375
	Telgr.	.5550
Elliott	Agt.-Telgr.	.5425
Englevale	Agt.-Telgr.	.5675
Verona	Agt.-Telgr.	.5675
LaMoure	Agent	.6375
	Telgr.	.5675
Berlin	Agt.-Telgr.	.5550
Medberry	Agt.-Telgr.	.5425
Edgeley	Agent	.6625
	Telgr.	.5675
Deisem	Agt.-Telgr.	.5425
Jud	Agt.-Telgr.	.5550
Alfred	Agt.-Telgr.	.5425
Gackle	Agt.-Telgr.	.5550
Streeter	Agt.-Telgr.	.5675
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Embden	Agt.-Telgr.	.5425
Alice	Agt.-Telgr.	.5425
Nome	Agt.-Telgr.	.5550
Kathryn	Agt.-Telgr.	.5550
Hastings	Agt.-Telgr.	.5550
Litchville	Agt.-Telgr.	.5800
Marion	Agt.-Telgr.	.5800
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Dazey	Agt.-Telgr.	.5550
Walum	Agt.-Telgr.	.5425
Hannaford	Agt.-Telgr.	.5675

FARGO DIVISION—CONTINUED.

Name of Station	Position	Hourly Rate
Cooperstown	Agt.-Telgr.	.6050
Jessie	Agt.-Telgr.	.5425
Binford	Agt.-Telgr.	.5675
McHenry	Agt.-Telgr.	.5925

DAKOTA DIVISION.

Jamestown, "J"	Mgr.-Telgr.	.6650
	Other Telgrs.	.6425
Jamestown Yard	1st Telgr.	.6300
	2nd Telgr.	.6300
	3rd Telgr.	.6300
Pipestem Tower	1st Telgr.-T. Man	.6050
	2nd Telgr.-T. Man	.6050
	3rd Telgr.-T. Man	.6050
Eldridge	Agt.-Telgr.	.5550
	2nd Telgr.	.5550
	3rd Telgr.	.5550
Windsor	Agt.-Telgr.	.5800
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Cleveland	Agt.-Telgr.	.5800
Medina	Agt.-Telgr.	.5800
	2nd Telgr.	.5550
	3rd Telgr.	.5550
Ladoga	Telgr.	.5550
Tappen	Agt.-Telgr.	.5675
Dawson	Agent	.6050
	1st Telgr.	.5800
	2nd Telgr.	.5800
Steele	3rd Telgr.	.5800
	Agt.-Telgr.	.5925
	2nd Telgr.	.5675
Driscoll	3rd Telgr.	.5675
	Agt.-Telgr.	.5800
	2nd Telgr.	.5550
Sterling	Agt.-Telgr.	.5800
	2nd Telgr.	.5675
	3rd Telgr.	.5675
McKenzie	Agt.-Telgr.	.6050

DAKOTA DIVISION—Continued.

Name of Station	Position	Hourly Rate
Burleigh	Agt.-Telgr.	.5675
	2nd Telgr.	.5550
Bismarck	1st Telgr.	.6300
	2nd Telgr.	.6300
	3rd Telgr.	.6300
Ypsilanti	Agt.-Telgr.	.5425
Montpelier	Agt.-Telgr.	.5425
Adrian	Agt.-Telgr.	.5425
Dickey	Agt.-Telgr.	.5550
Grand Rapids	Agt.-Telgr.	.5425
Glover	Agt.-Telgr.	.5425
Buchanan	Agt.-Telgr.	.5550
Pingree	Agt.-Telgr.	.5550
Edmunds	Agt.-Telgr.	.5425
Melville	Agt.-Telgr.	.5425
Carrington	Agent	.6375
	Telgr.	.5675
Barlow	Agt.-Telgr.	.5425
New Rockford	Agent	.6375
	Telgr.	.5425
Sheyenne	Agt.-Telgr.	.5925
Oberon	Agt.-Telgr.	.6050
Minnewaukan	Agt.-Telgr.	.5800
Brinsmade	Agt.-Telgr.	.5675
Woodworth	Agt.-Telgr.	.5550
Pettibone	Agt.-Telgr.	.5550
Lake Williams	Agt.-Telgr.	.5550
Robinson	Agt.-Telgr.	.5550
Tuttle	Agt.-Telgr.	.5550
Arena	Agt.-Telgr.	.5550
Wing	Agt.-Telgr.	.5550
Regan	Agt.-Telgr.	.5550
Wilton	Agt.-Telgr.	.6175
Sykeston	Agt.-Telgr.	.5550
Heaton	Agt.-Telgr.	.5425
Bowdon	Agt.-Telgr.	.5675
Chaseley	Agt.-Telgr.	.5425
Hurdsfield	Agt.-Telgr.	.5550

DAKOTA DIVISION—Continued.

Name of Station	Position	Hourly Rate
Goodrich	Agt.-Telgr. . . . .	.5800
Denhoff	Agt.-Telgr. . . . .	.5550
McCluskey	Agt.-Telgr. . . . .	.5925
Mercer	Agt.-Telgr. . . . .	.5550
Turtle Lake	Agt.-Telgr. . . . .	.5675
Flora	Agt.-Telgr. . . . .	.5425
Maddock	Agt.-Telgr. . . . .	.5800
Hesper	Agt.-Telgr. . . . .	.5425
Esmond	Agt.-Telgr. . . . .	.5675
Temvik	Agt.-Telgr. . . . .	.5425
Hazelton	Agt.-Telgr. . . . .	.5675
Huff	Agt.-Telgr. . . . .	.5550
Fort Rice	Agt.-Telgr. . . . .	.5550
Cannon Ball	Agt.-Telgr. . . . .	.5550
Solen	Agt.-Telgr. . . . .	.5550
Timmer	Agt.-Telgr. . . . .	.5550
Flasher	Agt.-Telgr. . . . .	.5800
Lark	Agt.-Telgr. . . . .	.5550
Carson	Agt.-Telgr. . . . .	.5550
Heil	Agt.-Telgr. . . . .	.5550
Elgin	Agt.-Telgr. . . . .	.5800
New Leipzig	Agt.-Telgr. . . . .	.5675
Burt	Agt.-Telgr. . . . .	.5550
	2nd Telgr. . . . .	.5550
Mott	Agent . . . . .	.6375
	Telgr. . . . .	.5550
Sanger	Agt.-Telgr. . . . .	.5550
Fort Clark	Agt.-Telgr. . . . .	.5550
Stanton	Agt.-Telgr. . . . .	.5550
Hazen	Agt.-Telgr. . . . .	.5800
Beulah	Agt.-Telgr. . . . .	.5800
Zap	Agt.-Telgr. . . . .	.5550
Golden Valley	Agt.-Telgr. . . . .	.5550
Dodge	Agt.-Telgr. . . . .	.5550
Halliday	Agt.-Telgr. . . . .	.5550
Werner	Agt.-Telgr. . . . .	.5675
Dunn Center	Agt.-Telgr. . . . .	.5800
Killdeer	Agt.-Telgr. . . . .	.6050
	Telgr. . . . .	.5425

YELLOWSTONE DIVISION.

Name of Station	Position	Hourly Rate
Mandan, "A"	Mgr.-Telgr. . . . .	.6900
	Telgrs. (2) . . . . .	.6650
	Other Telgrs. . . . .	.6425
Sweet Briar	Agt.-Telgr. . . . .	.5800
	2nd Telgr. . . . .	.5800
	3rd Telgr. . . . .	.5800
Judson	Agt.-Telgr. . . . .	.6050
New Salem	Agent . . . . .	.6175
	1st Telgr. . . . .	.6050
	2nd Telgr. . . . .	.5925
	3rd Telgr. . . . .	.5925
Sims	Agt.-Telgr. . . . .	.5925
	2nd Telgr. . . . .	.5800
	3rd Telgr. . . . .	.5800
Almont	Agt.-Telgr. . . . .	.6050
Glenullen	Agent . . . . .	.6100
	1st Telgr. . . . .	.6050
	2nd Telgr. . . . .	.6050
	3rd Telgr. . . . .	.6050
Hebron	Agent . . . . .	.6175
	1st Telgr. . . . .	.6050
	2nd Telgr. . . . .	.5925
	3rd Telgr. . . . .	.5925
Richardton	Agent . . . . .	.6175
	1st Telgr. . . . .	.6050
	2nd Telgr. . . . .	.5925
	3rd Telgr. . . . .	.5925
Taylor	Agt.-Telgr. . . . .	.6050
Gladstone	Agt.-Telgr. . . . .	.6050
	2nd Telgr. . . . .	.5800
	3rd Telgr. . . . .	.5800
Lehigh	Agt.-Telgr. . . . .	.5800
South Heart	Agt.-Telgr. . . . .	.5925
	2nd Telgr. . . . .	.5800
	3rd Telgr. . . . .	.5800
Zenith	Agt.-Telgr. . . . .	.5800
Belfield	Agent . . . . .	.6175
	1st Telgr. . . . .	.6050
	2nd Telgr. . . . .	.5925
	3rd Telgr. . . . .	.5925

YELLOWSTONE DIVISION—Continued.

Name of Station	Position	Hourly Rate
Fryburg	Agt.-Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Sully Springs.....	1st Telgr. ....	.5800
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Medora	Agt.-Telgr. ....	.6050
	2nd Telgr. ....	.5925
	3rd Telgr. ....	.5925
Sentinel Butte.....	Agent .....	.6175
	1st Telgr. ....	.6050
	2nd Telgr. ....	.5925
Beach	3rd Telgr. ....	.5925
	Agent .....	.5950
	1st Telgr. ....	.6175
Yates	2nd Telgr. ....	.6175
	3rd Telgr. ....	.6175
	Agt.-Telgr. ....	.5925
Wibaux	Agent .....	.6050
	1st Telgr. ....	.6050
	2nd Telgr. ....	.5925
Hodges	3rd Telgr. ....	.5925
	1st Telgr. ....	.5800
	2nd Telgr. ....	.5800
Allard	3rd Telgr. ....	.5800
	1st Telgr. ....	.5800
	2nd Telgr. ....	.5800
Glendive, "GI".....	3rd Telgr. ....	.5800
	Mgr.-Telgr. ....	.7400
	Telgrs. (2) .....	.6900
Colgate	Other Telgrs. ....	.6650
	1st Telgr. ....	.5800
	2nd Telgr. ....	.5800
Marsh	3rd Telgr. ....	.5800
	Agt.-Telgr. ....	.5800
	2nd Telgr. ....	.5800
Fallon	3rd Telgr. ....	.5800
	Agt.-Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800

YELLOWSTONE DIVISION—Continued.

Name of Station	Position	Hourly Rate
Terry	Agent	.6100
	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5925
Zero	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Tusler	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
*Miles City	1st Telgr.	.6050
	2nd Telgr.	.6050
	3rd Telgr.	.6050
Horton	1st Telgr.	.5800
	2nd Telgr.	.5800
Hathaway	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Rosebud	Agent	.6175
	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5925
Forsyth, "FY"	Mgr.-Telgr.	.6900
	Telgrs. (2)	.6525
	Other Telgrs.	.6425
Howard	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Sanders	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Hysham	Agt.-Telgr.	.6050
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Myers	Agt.-Telgr.	.5800
Big Horn	Agt.-Telgr.	.5800

*At Miles City when telegraphers are also ticket clerks the hourly rate will be .0500 above rate shown.

YELLOWSTONE DIVISION—Continued.

Name of Station	Position	Hourly Rate
Custer	Agent	.6050
	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5925
Waco	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Pompey's Pillar	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Worden	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Huntley	Agent	.6425
	1st Telgr.	.6175
	2nd Telgr.	.6175
	3rd Telgr.	.6175
Stipek	Agt.-Telgr.	.5800
Intake	Agt.-Telgr.	.5800
Savage	Agt.-Telgr.	.6050
Sidney	Agent	.6625
	1st Telgr.	.6050
	2nd Telgr.	.6050
Golva	Agt.-Telgr.	.5800
Carlyle	Agt.-Telgr.	.5800
Ollie	Agt.-Telgr.	.5800

MONTANA DIVISION.

Billings Passenger Depot	1st Telgr.	.6175
	2nd Telgr.	.6175
	3rd Telgr.	.6175
Billings, "BG"	Mgr.-Telgr.	.8000
	2nd Telgr.	.6900
	3rd Telgr.	.6775
	Other Telgrs.	.6650
Mossmain	Agt.-Telgr.	.6175
Laurel Yard	Mgr.-Telgr.	.6650
	Other Telgrs.	.6525

MONTANA DIVISION—Continued.

Name of Station	Position	Hourly Rate
Laurel, "AU".....	Agent .....	.6625
	1st Telgr. ....	.6175
	2nd Telgr. ....	.5925
	3rd Telgr. ....	.5925
Laurel	1st Towerman .....	.5675
	2nd Towerman .....	.5675
	3rd Towerman .....	.5675
Park City.....	Agt.-Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Columbus	Agent .....	.5825
	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
Merrill	Telgr. ....	.5800
Reed Point.....	Agt.-Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Grey Cliff.....	Agt.-Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Big Timber.....	Agent .....	.6625
	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
Springdale	Agt.-Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Mission	1st Telgr. ....	.5800
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Livingston, "VS".....	Mgr.-Telgr. ....	.8125
	2nd Telgr. ....	.6900
	3rd Telgr. ....	.6775
	Other Telgrs. ....	.6650
Montana Division.....	Relief Agt. ....	.6900
Muir	1st Telgr. ....	.5925
	2nd Telgr. ....	.5925
	3rd Telgr. ....	.5925

MONTANA DIVISION—Continued.

Name of Station	Position	Hourly Rate
West End.....	1st Telgr. ....	.5925
	2nd Telgr. ....	.5925
	3rd Telgr. ....	.5925
Chestnut	Agt.-Telgr. ....	.5925
Bozeman	1st Telgr. ....	.6175
	2nd Telgr. ....	.6175
	3rd Telgr. ....	.6175
Belgrade	Agent .....	.6300
	1st Telgr. ....	.5925
	2nd Telgr. ....	.5925
	3rd Telgr. ....	.5925
Manhattan	Agent .....	.6300
	1st Telgr. ....	.5925
	2nd Telgr. ....	.5925
	3rd Telgr. ....	.5925
Logan	1st Telgr. ....	.6425
	2nd Telgr. ....	.6425
	3rd Telgr. ....	.6425
Trident	Agt.-Telgr. ....	.6425
	2nd Telgr. ....	.5800
Lombard	Agt.-Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Toston	Agt.-Telgr. ....	.6175
	2nd Telgr. ....	.5800
Townsend	Agent .....	.5675
	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
Winston	Agt.-Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Louisville	Agt.-Telgr. ....	.5800
East Helena.....	Agent .....	.6425
	1st Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Three Forks.....	Agt.-Telgr. ....	.6050
	2nd Telgr. ....	.5800
Willow Creek.....	Agt.-Telgr. ....	.5925

MONTANA DIVISION—Continued.

Name of Station	Position	Hourly Rate
Sappington	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
Cardwell	Agt.-Telgr.	.5925
	Agent	.6300
Whitehall	1st Telgr.	.6300
	2nd Telgr.	.6050
	3rd Telgr.	.6050
Spire Rock	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Homestake	Agt.-Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
MU Transfer	1st Telgr.	.6300
	2nd Telgr.	.6050
	3rd Telgr.	.6050
Butte, "W"	1st Telgr.	.6650
	2nd Telgr.	.6425
	3rd Telgr.	.6425
Butte, "CP"	1st Telgr.	.5925
	2nd Telgr.	.5925
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Silesia	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Joliet	Agt.-Telgr.	.6050
Roberts	Agt.-Telgr.	.5925
Red Lodge	Agent	.6625
	1st Telgr.	.5800
	2nd Telgr.	.5800
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Edgar	Agt.-Telgr.	.5800
Fromberg	Agt.-Telgr.	.6050
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Bridger	Agent	.5825
	Telgr.	.5925
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Clyde Park	Agt.-Telgr.	.5925
Wilsall	Agt.-Telgr.	.5925

MONTANA DIVISION—Continued.

Name of Station	Position	Hourly Rate
Emigrant	Agt.-Telgr.	.5800
Gardiner	Agent	.5800
	Telgr.	.5800
Norris	Telgr.	.5925
Harrison	Agt.-Telgr.	.5800
Pony	Agt.-Telgr.	.5800
Waterloo	Agt.-Telgr.	.5800
Twin Bridges	Agt.-Telgr.	.5925
Sheridan	Agt.-Telgr.	.5925
Alder	Agt.-Telgr.	.5925
Molt	Agt.-Telgr.	.5925
Rapelje	Agt.-Telgr.	.5925

ROCKY MOUNTAIN DIVISION.

Helena, "HF"	Telgr.-Chief Clerk	.7725
Helena Yard	1st Telgr.	.6525
	2nd Telgr.	.6525
	3rd Telgr.	.6525
G. N. Crossing	1st Telgr.-T. Man	.6050
	2nd Telgr.-T. Man	.6050
	3rd Telgr.-T. Man	.6050
Birdseye	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Austin	Agt.-Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Skyline	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5925
Blossburg	Agt.-Telgr.	.6175
	2nd Telgr.	.6050
	3rd Telgr.	.6050
Elliston	Agt.-Telgr.	.6050
	2nd Telgr.	.5800
	3rd Telgr.	.5800

ROCKY MOUNTAIN DIVISION—Continued.

Name of Station	Position	Hourly Rate
Avon	Agt.-Telgr.	.6175
	2nd Telgr.	.5800
Garrison	Agent	.7450
	1st Telgr.	.6300
	2nd Telgr.	.6300
	3rd Telgr.	.6300
Garrison	1st Towerman	.5425
	2nd Towerman	.5425
	3rd Towerman	.5425
Gold Creek	Agt.-Telgr.	.5925
Drummond	Agent	.6050
	1st Telgr.	.6300
	2nd Telgr.	.6300
	3rd Telgr.	.6175
Bearmouth	Agt.-Telgr.	.6050
Clinton	Agt.-Telgr.	.5925
Bonner	Agt.-Telgr.	.6175
Missoula, "MD"	Mgr.-Telgr.	.7400
	2nd Telgr.	.6900
	3rd Telgr.	.6900
	Other Telgrs.	.6650
Missoula Yard	1st Telgr.	.6300
	2nd Telgr.	.6300
	3rd Telgr.	.6300
DeSmet	Agt.-Telgr.	.6175
	2nd Telgr.	.6175
	3rd Telgr.	.6175
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Frenchtown	Agt.-Telgr.	.5925
Lothrop	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Rivulet	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Iron Mountain	Agt.-Telgr.	.6175
	2nd Telgr.	.5800
St. Regis	Agt.-Telgr.	.6300
	2nd Telgr.	.6050
	3rd Telgr.	.6050

ROCKY MOUNTAIN DIVISION—Continued.

Name of Station	Position	Hourly Rate
DeBorgia	Agt.-Telgr.	.5925
Saltese	Agt.-Telgr.	.5925
Lookout	Telgr.	.5800
Mullan	Agent	.6300
	Telgr.	.6300
Wallace	Telgr.	.6525
Lo Lo	Agt.-Telgr.	.5800
Florence	Agt.-Telgr.	.5800
Stevensville	Agent	.5700
	Telgr.	.6050
Victor	Agt.-Telgr.	.5800
Woodside	Agt.-Telgr.	.5800
Hamilton	Agent	.5550
	Telgr.	.6175
Darby	Agt.-Telgr.	.5925
Hall	Agt.-Telgr.	.5800
Philipsburg	Agent	.6175
	Telgr.	.5800
Marysville	Agt.-Telgr.	.5925
Silver Bow	Agent	.6900
	1st Telgr.	.6300
	2nd Telgr.	.6300
	3rd Telgr.	.6300
Stuart	Agt.-Telgr.	.5800
Warm Springs	Agt.-Telgr.	.5925
Evaro	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
Arlee	Agt.-Telgr.	.6050
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Ravalli	Agt.-Telgr.	.6050
Dixon	Agt.-Telgr.	.6175
Perma	Agt.-Telgr.	.6175
Ronan	Agt.-Telgr.	.5925
Pablo	Agt.-Telgr.	.5800
Polson	Agt.-Telgr.	.6175

IDAHO DIVISION.

Name of Station	Position	Hourly Rate
Paradise	Agent . . . . .	.7725
	Mgr.-Telgr. . . . .	.6650
	2nd Telgr. . . . .	.6425
	3rd Telgr. . . . .	.6425
Plains	Agent . . . . .	.6175
	1st Telgr. . . . .	.6050
	2nd Telgr. . . . .	.5925
	3rd Telgr. . . . .	.5925
Eddy	Telgr. . . . .	.5800
Thompson Falls.	Agent . . . . .	.5800
	1st Telgr. . . . .	.5925
	2nd Telgr. . . . .	.5925
Kildee	1st Telgr. . . . .	.5800
	2nd Telgr. . . . .	.5800
	3rd Telgr. . . . .	.5800
Trout Creek.	Agent . . . . .	.6050
	1st Telgr. . . . .	.5925
	2nd Telgr. . . . .	.5925
	3rd Telgr. . . . .	.5925
Noxon	Agt.-Telgr. . . . .	.6050
	2nd Telgr. . . . .	.5925
	3rd Telgr. . . . .	.5925
Heron	Agt.-Telgr. . . . .	.6050
	2nd Telgr. . . . .	.5800
	3rd Telgr. . . . .	.5800
Cabinet	Agt.-Telgr. . . . .	.5925
	2nd Telgr. . . . .	.5800
	3rd Telgr. . . . .	.5800
Clark's Fork.	Agt.-Telgr. . . . .	.6050
Hope	Agent . . . . .	.6050
	1st Telgr. . . . .	.5925
	2nd Telgr. . . . .	.5925
	3rd Telgr. . . . .	.5925
Kootenai	Agt.-Telgr. . . . .	.6425
Kootenai Yard.	1st Telgr. . . . .	.6425
	2nd Telgr. . . . .	.6300
	3rd Telgr. . . . .	.6300
Sand Point.	Agent . . . . .	.6900
	1st Telgr. . . . .	.6300
	2nd Telgr. . . . .	.6175

IDAHO DIVISION—Continued.

Name of Station	Position	Hourly Rate
Cocolalla	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Granite	Agt.-Telgr.	.5925
	Agt.-Telgr.	.5925
Athol	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	1st Telgr.	.5800
Ramsey	2nd Telgr.	.5800
	3rd Telgr.	.5800
	Agt.-Telgr.	.6425
Rathdrum	2nd Telgr.	.6050
	3rd Telgr.	.6050
	Agt.-Telgr.	.5925
Hauser	Agt.-Telgr.	.5925
Velox	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Irvin	Agt.-Telgr.	.5925
Yardley	1st Telgr.	.6425
	2nd Telgr.	.6300
	3rd Telgr.	.6300
Spokane, "CS"	Telgr.	.6300
Marshall Tower	1st Telgr.-T. Man	.6300
	2nd Telgr.-T. Man	.6300
	3rd Telgr.-T. Man	.6300
Marshall	Agent	.5925
Cheney	Agent	.6375
	1st Telgr.	.6050
	2nd Telgr.	.6050
	3rd Telgr.	.6050
Spangle	Agt.-Telgr.	.5800
Plaza	Agt.-Telgr.	.5800
Rosalia	Agt.-Telgr.	.6050
Oakesdale	Agt.-Telgr.	.6050
Belmont	Agt.-Telgr.	.5800
Garfield	Agt.-Telgr.	.6175
	Agent	.6375
Palouse	Telgr.	.5800
	Agent	.6375
Pullman	1st Telgr.	.5800
	2nd Telgr.	.5800

IDAHO DIVISION—Continued.

Name of Station	Position	Hourly Rate
Moscow	Agent	.7175
	Telgr.	.5800
Troy	Agt.-Telgr.	.5925
Kendrick	Agt.-Telgr.	.5925
Juliaetta	Agt.-Telgr.	.5925
Johnsons	Agt.-Telgr.	.5800
Colton	Agt.-Telgr.	.5800
Uniontown	Agt.-Telgr.	.5925
Genesee	Agt.-Telgr.	.6050
Lenore	Agt.-Telgr.	.5800
Peck	Agt.-Telgr.	.5800
Oro Fino	Agt.-Telgr.	.6050
Greer	Agt.-Telgr.	.5800
Kamiah	Agt.-Telgr.	.6050
Kooskia	Agt.-Telgr.	.5800
Stites	Agt.-Telgr.	.6175
Medical Lake	Agt.-Telgr.	.5800
Reardon	Agt.-Telgr.	.6175
Davenport	Agent	.6100
	Telgr.	.5925
Creston	Agt.-Telgr.	.6175
Wilbur	Agt.-Telgr.	.6425
Almira	Agt.-Telgr.	.6175
Hartline	Agt.-Telgr.	.6050
Coulee City	Agt.-Telgr.	.6300
	2nd Telgr.	.5925

PASCO DIVISION.

Tyler	Agt.-Telgr.	.5800
Fishtrap	Agt.-Telgr.	.5800
	2nd Telgr.	.5800
Sprague	Agent	.5800
	1st Telgr.	.6050
	2nd Telgr.	.6050
	3rd Telgr.	.5925
Keystone	Agt.-Telgr.	.5800
Tokio	Agt.-Telgr.	.5800

PASCO DIVISION—Continued.

Name of Station	Position	Hourly Rate
Ritzville	Agent	.6100
	1st Telgr.	.6175
	2nd Telgr.	.6175
	3rd Telgr.	.6050
Paha	Agt.-Telgr.	.5800
Lind	Agent	.5825
	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5925
Providence	1st Telgr.	.5800
	2nd Telgr.	.5800
Cunningham	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Hatton	Agt.-Telgr.	.5925
Connell	Agent	.5800
	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5925
Mesa	Agt.-Telgr.	.5925
Vale	Telgr.	.5800
Eltopia	Agt.-Telgr.	.5925
Glade	Telgr.	.5800
Pasco Yard	1st Telgr.	.6425
	2nd Telgr.	.6425
	3rd Telgr.	.6425
Pasco, "PA"	Mgr.-Telgr.	.7400
	2nd Telgr.	.6775
	3rd Telgr.	.6775
	Other Telgrs.	.6650
Pasco, "CS"	Telgr.	.6425
Kennewick	Agent	.5550
	1st Telgr.	.6050
	2nd Telgr.	.6050
	3rd Telgr.	.6050
Badger	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Kiona	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800

PASCO DIVISION—Continued.

Name of Station	Position	Hourly Rate
Gibbon	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Prosser	Agent	.5825
	1st Telgr.	.6050
	2nd Telgr.	.6050
Mabton	3rd Telgr.	.6050
	Agent	.5925
	1st Telgr.	.5800
Satus	2nd Telgr.	.5800
	3rd Telgr.	.5800
	Agt.-Telgr.	.5800
Toppenish	Agent	.5550
	1st Telgr.	.6425
	2nd Telgr.	.6175
Wapato	3rd Telgr.	.6175
	Agent	.5550
	1st Telgr.	.6175
Parker	2nd Telgr.	.6050
	3rd Telgr.	.5925
	Agt.-Telgr.	.5925
Yakima	2nd Telgr.	.5800
	3rd Telgr.	.5800
	1st Telgr.	.6175
Selah	2nd Telgr.	.6175
	3rd Telgr.	.6175
	Agent	.6100
Pomona	Telgr.	.5925
	Agt.-Telgr.	.5800
	2nd Telgr.	.5800
Wymer	3rd Telgr.	.5800
	1st Telgr.	.5800
	2nd Telgr.	.5800
Thrall	3rd Telgr.	.5800
	Agt.-Telgr.	.5800
	2nd Telgr.	.5800
Wheeler	3rd Telgr.	.5800
Schrag	Agt.-Telgr.	.5800

PASCO DIVISION—Continued.

Name of Station	Position	Hourly Rate
Attalia	Agt.-Telgr.	.5800
	2nd Telgr.	.5800
Eureka	Agt.-Telgr.	.6050
	2nd Telgr.	.6050
Walla Walla	1st Telgr.	.6050
	2nd Telgr.	.6050
Dixie	Agt.-Telgr.	.5800
Waitsburg	Agt.-Telgr.	.5925
Athena	Agt.-Telgr.	.5800
Helix	Agt.-Telgr.	.5925
Pendleton (Freight Office)	Agent	.8800
	Telgr.	.6525
Zillah	Agt.-Telgr.	.5925
White Swan	Agt.-Telgr.	.5800
Granger	Agt.-Telgr.	.5925
	2nd Telgr.	.5800
	3rd Telgr.	.5800
Outlook	Agt.-Telgr.	.5800
Sunnyside	Agent	.5550
	Telgr.	.5800
Grandview	Agent	.6100
	1st Telgr.	.5800
	2nd Telgr.	.5800
Naches	Agt.-Telgr.	.5800
Burbank	Agt.-Telgr.	.5800

SEATTLE DIVISION.

Ellensburg	Mgr.-Telgr.	.6650
	2nd Telgr.	.6425
	3rd Telgr.	.6425
Thorp	Agt.-Telgr.	.5925
	2nd Telgr.	.5550
	3rd Telgr.	.5550
Bristol	1st Telgr.	.5550
	2nd Telgr.	.5550
	3rd Telgr.	.5550
Cle Elum	Agent	.6375
	1st Telgr.	.6050
	2nd Telgr.	.6050
	3rd Telgr.	.6050

SEATTLE DIVISION—Continued.

Name of Station	Position	Hourly Rate
Easton	Agent .....	.5925
	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
*Martin	1st Telgr. ....	.5550
	2nd Telgr. ....	.5550
	3rd Telgr. ....	.5550
*Stampede	1st Telgr. ....	.5550
	2nd Telgr. ....	.5550
	3rd Telgr. ....	.5550
Kennedy	1st Telgr. ....	.5550
	2nd Telgr. ....	.5550
	3rd Telgr. ....	.5550
Lester	Agent .....	.5800
	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
Eagle Gorge	Agent .....	.5800
	1st Telgr. ....	.5550
	2nd Telgr. ....	.5550
	3rd Telgr. ....	.5550
Palmer Jct.	Telgr. ....	.5550
Kanaskat	Agent .....	.5925
	1st Telgr. ....	.5800
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
Ravensdale	Agt.-Telgr. ....	.5675
	2nd Telgr. ....	.5550
	3rd Telgr. ....	.5550
**East Auburn.....	1st Telgr. ....	.5800
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800

*At Stampede and Martin, telegraphers who are required to handle tunnel apparatus and respirators will be paid \$17.50 per month for this service, which is full compensation for all the work incident to properly handling, caring for and cleaning the respirators and rescue apparatus.

**Puget Sound Division.

SEATTLE DIVISION—Continued.

Name of Station	Position	Hourly Rate
**Auburn Yard.....	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
**Puyallup	Agent .....	.5825
	1st Telgr. ....	.5925
	2nd Telgr. ....	.5800
	3rd Telgr. ....	.5800
**Sumner	Agent .....	.5275
	Telgr. ....	.5675
**Auburn Depot.....	Agent .....	.6375
	1st Telgr. ....	.6050
	2nd Telgr. ....	.6050
	3rd Telgr. ....	.6050
**Kent	Agent .....	.5825
	Telgr. ....	.5675
**Black River	Agt.-Telgr. ....	.5675
	2nd Telgr. ....	.5550
**Seattle, Spokane Ave.	1st Telgr.-T. Man....	.6050
	2nd Telgr.-T. Man....	.6050
	3d Telgr.-T. Man....	.6050
Seattle, "CF".....	Mgr.-Telgr. ....	.6900
	Other Telgrs.....	.6650
**Fremont	Asst. Agent .....	.5825
	Telgr. ....	.5675
**University	Telgr. ....	.5550
Bothel	Agt.-Telgr. ....	.5800
Woodinville	Agt.-Telgr. ....	.5925
Maltby	Agt.-Telgr. ....	.5675
Snohomish	Agent .....	.7175
	1st Telgr. ....	.6050
	2nd Telgr. ....	.5925
Machias	Agt.-Telgr. ....	.5800
Hartford	Agt.-Telgr. ....	.6050
	2nd Telgr. ....	.5550
Arlington	Agent .....	.5425
	1st Telgr. ....	.6050
	2nd Telgr. ....	.5925
	3rd Telgr. ....	.5925

**Puget Sound Division.

SEATTLE DIVISION—Continued.

Name of Station	Position	Hourly Rate
Bryant	Agt.-Telgr.	.5675
McMurray	Agt.-Telgr.	.5925
Big Lake	Agt.-Telgr.	.5925
Clear Lake	Agt.-Telgr.	.5925
	2nd Telgr.	.5550
Sedro Woolley	Agent	.5825
	1st Telgr.	.6050
	2nd Telgr.	.5925
Wickersham	Agt.-Telgr.	.5925
	2nd Telgr.	.5550
Acme	Agt.-Telgr.	.5675
Deming	Agt.-Telgr.	.5550
Nooksack	Agt.-Telgr.	.5550
Sumas	Agent	.5950
	Telgr.	.5925
Roslyn	Agent	.6900
	Telgr.	.5800
Renton	Agt.-Telgr.	.6425
Wilburton	Agt.-Telgr.	.5675
Redmond	Agt.-Telgr.	.5800
Issaquah	Agt.-Telgr.	.5800
Preston	Agt.-Telgr.	.5675
Snoqualmie	Agt.-Telgr.	.5675
North Bend	Agt.-Telgr.	.5675
Lowell	1st Telgr.	.5550
	2nd Telgr.	.5550
	3rd Telgr.	.5550
Everett	1st Telgr.	.6050
	2nd Telgr.	.6050
	3rd Telgr.	.6050
Oso	Agt.-Telgr.	.5550
Darrington	Agt.-Telgr.	.5800
Bellingham	Telgr.	.5925

TACOMA DIVISION.

Name of Station	Position	Hourly Rate
**Reservation	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5925
Tacoma, "WR"	Mgr.-Telgr.	.6900
	Other Telgrs.	.6650
**Stadium	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
**McCarver St.	1st Telgr.	.5800
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Sixth Ave.	Agt.-Telgr.	.5925
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Steilacoom	Agt.-Telgr.	.5925
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Nisqually	Agent	.5800
	1st Telgr.	.5800
	2nd Telgr.	.5800
	3rd Telgr.	.5800
St. Clair.	Agt.-Telgr.	.5925
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Chambers Prairie.	Agt.-Telgr.	.5925
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Tenino	Agent	.5700
	1st Telgr.	.5675
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Bucoda	Agt.-Telgr.	.5800
Centralia	1st Telgr.	.6300
	2nd Telgr.	.6300
	3rd Telgr.	.6300
Chehalis	Agent	.5550
	Telgr.	.5675

**Puget Sound Division.

TACOMA DIVISION—Continued.

Name of Station	Position	Hourly Rate
Napavine	Agent	.5550
	1st Telgr.	.5800
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Winlock	Agent	.5425
	Telgr.	.5800
Vader	Agent	.5425
	1st Telgr.	.5800
	2nd Telgr.	.5675
Castle Rock	3rd Telgr.	.5675
	Agent	.5425
	Telgr.	.5800
Kelso	Agent	.5425
	Telgr.	.5800
Kalama	Agent	.5700
	1st Telgr.	.5800
	2nd Telgr.	.5675
Woodland	3rd Telgr.	.5675
	Agent	.5275
	Telgr.	.5800
Ridgefield	Agt.-Telgr.	.5800
Vancouver Jct.	Telgr.	.5675
**Tacoma, 15th St.		
Tower	1st Telgr.-T. Man	.5925
	2nd Telgr.-T. Man	.5925
	3rd Telgr.-T. Man	.5925
**South Tacoma	Agent	.6375
	1st Telgr.	.5800
	2nd Telgr.	.5800
Lakeview	Agt.-Telgr.	.5800
	2nd Telgr.	.5800
Roy	Agt.-Telgr.	.5675
Yelm	Agt.-Telgr.	.5675
Rainier	Agt.-Telgr.	.5675
West Tenino	Telgr.	.5800
Enumclaw	Agt.-Telgr.	.5800
	2nd Telgr.	.5800
Buckley	Agt.-Telgr.	.5800

****Puget Sound Division.**

TACOMA DIVISION—Continued.

Name of Station	Position	Hourly Rate
South Prairie	Agent	.5800
	Telgr.	.5675
Orting	Agt.-Telgr.	.5800
Burnett	Agt.-Telgr.	.5800
Wilkeson	Agt.-Telgr.	.5925
Carbonado	Agt.-Telgr.	.5675
Fairfax	Agt.-Telgr.	.5675
Wingate	Agent	.5825
Murray	Agt.-Telgr.	.5800
	2nd Telgr.	.5675
American Lake	Agent	.9875
	1st Telgr.	.5800
	2nd Telgr.	.5800
Olympia (Freight)	Agent	.7575
	Telgr.	.6050
Olympia (Passenger)	Agent	.7175
Little Rock	Agt.-Telgr.	.5675
Gate	Agt.-Telgr.	.5925
	2nd Telgr.	.5675
	3rd Telgr.	.5675
Oakville	Agt.-Telgr.	.5675
	2nd Telgr	.5675
Malone	Agt.-Telgr.	.5675
Elma	Agent	.5550
	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5800
Satsop	Agt.-Telgr.	.5675
Montesano	Agent	.5825
	1st Telgr.	.5925
	2nd Telgr.	.5925
	3rd Telgr.	.5925
Aberdeen Jct.	1st Telgr.	.5675
	2nd Telgr.	.5675
Aberdeen	Agent	.9875

TACOMA DIVISION—Continued.

Name of Station	Position	Hourly Rate
*Hoquiam	Agent	.9875
	1st Telgr.	.5925
	2nd Telgr.	.5800
Carlisle	Agt.-Telgr.	.5675
Moclips	Agt.-Telgr.	.5675
	2nd Telgr.	.5675
Rochester	Agt.-Telgr.	.5675
	2nd Telgr.	.5675
Littell	Agt.-Telgr.	.5675
Adna	Agt.-Telgr.	.5675
Dryad	Agt.-Telgr.	.5675
Doty	Agt.-Telgr.	.5675
Pe Ell	Agt.-Telgr.	.5800
Frances	Agt.-Telgr.	.5800
Lebam	Agt.-Telgr.	.5800
Raymond	Agent	.6625
	Telgr.	.6050
South Bend	Agent	.5550
	Telgr.	.6050
Battle Ground	Agt.-Telgr.	.5800
Yacolt	Agt.-Telgr.	.5800
Mendota	Agent	.6175

*At Hoquiam, when telegraphers are also ticket clerks the hourly rate will be .0250 above rate shown.

For the Railroad:

E. E. DILDINE,
Supt. of Telegraph.

Approved:

J. M. RAPELJE,
General Manager.

For the Employees:

SAM JOHNSON,
General Chairman.

B. E. NASON,
Secretary.

St. Paul, August 21, 1919.