

## Appendix A - Prior Service and Red Cap Service Development and Adjudication

### A1. Prior Service Defined

Prior service under the Railroad Retirement Act (RRA) means service performed before 1-1-37.

Service performed before 1937 may be credited only if, on 8-29-35, the employee met the conditions for an Employment Relation (ER) described in [Appendix C](#) of this chapter.

### A2. Red Cap Service Defined

A person who rendered service as a redcap or other station attendant before 9-1941, and whose duties consisted of carrying hand baggage and assisting passengers' stations, received credit for all such verified service even though he received no remuneration from an employer for such service.

#### a. 1937 Railroad Retirement Act

Under the 1937 Railroad Retirement Act, redcap months prior to 9-1941 were treated as prior service months and the redcap compensation was included in the prior service average.

#### b. Under the 1974 Railroad Retirement Act

The 1974 Railroad Retirement Act changed the usage of redcap service and compensation after 12-1936 and before 9-1941; these months were then used as subsequent service. However, the amount of the average redcap compensation for those months was still determined as in 1937 Act cases.

### A3. Maximum Number of Prior Service or Red Cap Months

- a. General - The number of months of prior service or red cap service that may be included in an employee's years of service is the difference between 360 and the number of months of creditable service after 1936. The prior service or red cap service months are counted in reverse order beginning with 12-1936 depending upon availability of service records and verification of service. No prior service is included in an employee's years of service when 360 or more months of subsequent service have already been established for the employee.
- b. Overlapping Service - Service performed for two or more covered employers in the same month can be credited as only a single month of service. The overlapping month is credited as a month of service to the employee's principal employer.

#### A4. Prior Service in Canadian Cases

Only service performed inside the U.S. for a U.S. employer conducting the principal part of its business in the U.S. was creditable as prior service. Service performed outside the U.S. for an employer conducting the principal part of its business outside of the U.S. was not included in an employee's years of service.

If a person, during the last payroll period in which he rendered service to an employer before August 29, 1935, rendered all such service outside the U.S. to an employer not conducting the principal part of his business in the U.S., he was precluded from having an employment relation.

When an employee had an employment relation with an employer conducting the principal part of its business outside the U.S., no greater portion of his service before 1937 could be included in his years of service than:

- The proportion which his total compensation (including compensation in any month in excess of the applicable monthly maximum) for service after 1-1-37, rendered anywhere to an employer conducting the principal part of its business in the U.S. or rendered in the U.S. to any other employer,

bears to:

- His total compensation (including compensation in any month in excess of the applicable monthly maximum) for service rendered anywhere to an employer after 1-1-37.

The ratio is:

Total compensation for service after 1-1-37  
rendered anywhere to employer conducting  
principal part of its business in U.S. or  
rendered in U.S. to any other employer

\_\_\_\_\_ x Total service

Total compensation for service in the U.S.  
rendered anywhere to an employer before  
1937. After 1-1-37 rendered to an employer  
conducting principal part of its business  
outside the U.S.

= Proportion of service before 1937 that could be included in years of service.

An example of the ratio expressed in figures is:

$$\frac{\$ 61,200}{\$162,200} \times 181 = 68.29 \text{ or } 69 \text{ months of service that could be credited before 1937.}$$

\$162,200

When the ratio described above was used, any resulting fraction of a month was credited as a full month.

#### **A5. Service in Cuba or Mexico Before 1937**

Service performed in Cuba or Mexico before 1937 for an employer conducting the principal part of its business in the U.S. was not credited as prior service if performed:

- a. By a person not a citizen or resident of the U.S.; and
- b. For an employer required by the laws of the country in which the service was performed to employ citizens or residents of the country for service within the country. The laws in force on 8-29-35, were considered as in force at all times before that date.

#### **A6. Claim for Prior Service**

A claim for prior service or red cap service is not a legal requirement for crediting the service. The claim is merely a means of obtaining data describing the prior service in order to verify that service.

##### **a. Development Based on Form AA-1**

Form AA-1, "Application for Employee Annuity," requests the employee to complete a Form AA-15, "Employee's Statement of Service Performed Before January 1, 1937 to Employers under the RRA" when:

1. He has less than 360 months of railroad service after 1936; and,
2. He worked in the railroad industry before 1937.

The prior service development may already be stored in the RRB claim file, as explained in section (d) below. When the verified prior service is already in the RRB claim file, an AA-15 is not required.

However, the employee should still claim the prior service on the application AA-1 to alert the examiner to look for the prior service.

##### **b. When Prior Service Should Be Claimed**

Prior service should be claimed if:

1. In a retirement or survivor case when the subsequent service is less than 120 months and the claimed prior service, when combined with subsequent service, will yield at least 120 months of railroad service; or,
2. In a retirement case when the employee has less than 25 years of subsequent service and the claimed prior service, when combined with subsequent service, will yield at least 300 months of railroad service to qualify for a supplemental annuity.
3. In a retirement case when the employee has less than 30 years of subsequent service and the claimed prior service, when combined with subsequent service, will yield at least 360 months of railroad service.
4. In a survivor case when the employee has less than 30 years of subsequent service and the claimed prior service, when combined with subsequent service, will yield at least 360 months of railroad service for a survivor annuity with a 1981 Amendment tier 2.

c. When Prior Service Should Not Be Claimed

An employee or his survivor should not claim prior service if the employee has at least 30 years of verified subsequent service. There is no advantage in claiming prior service in this situation, because the total years of service may not exceed 30 when prior service is used.

Prior service should not be claimed if the claimed prior service, when combined with the months of subsequent service, will yield less than 120 months of railroad service. Do not develop an application in this type of case unless the individual insists on filing. Explain in remarks on form G-230 (Check List for Employee, Spouse, and Divorced Spouse Annuity/HIB Applications) or on form G-659a "Checklist for Survivor Applications" that the individual insisted on filing.

In a survivor case, prior service should also not be claimed if the employee had 120 months of verified subsequent service and the survivor will receive an LSDP; a survivor tier 1 only annuity; or a survivor annuity with a 1974 Act tier 2.

d. Current Procedure for Development of Prior Service

If the prior service should be claimed, the RRB field office will forward an email inquiry to P&S-RAC to determine if the verification of the prior service is already in the RRB claim file. If so, no further prior service development is required.

If the prior service has not already been verified, the RRB field office will be requested by email to submit either a form AA-15, "Employee's Statement of Service Performed Before January 1, 1937 to Employers Under the RRA", or a properly signed letter from the applicant with the prior service outlined in sufficient detail to identify the employee's service on payroll or other detailed

records. Upon receipt of this information, the Retirement Analysis and Systems section (RAS) will either:

1. Contact the railroad directly when the Employer Data Maintenance (EDM) screens and the Employer Status List indicate the claimed service is creditable for the period in question and the employer is still an operating railroad; or,
2. Request the information from the National Archives and Records Administration (NARA) if the Employer Status List shows "Records filed in Board."

If the claimant is otherwise eligible for an annuity, the RRB field office will secure the appropriate application when the claim for prior service is made. Failure to secure an application immediately might cause loss of benefits if eligibility is retroactive.

e. Previous Procedure

Form AA-15 was developed by the RRB field office. Form AA-2P(R) was then used to verify the prior service, as explained in this Appendix. The Form AA-2P(R) is now obsolete.

## A7. Prior Service Claim Forms

Prior service was claimed on the following forms:

- a. AA-15 - This form was used to claim prior service, when an application was received indicating service before 1937, but an AA-15 (or its equivalent) was not already in the claim file and there was no verified prior service in the claim file. This form was used for most prior service, including service with a railway labor organization, but not service as an employee representative. If the obsolete Form OE-4 was in the claim file to claim labor organization service, it was still acceptable as a claim.
- b. DC-2a - This form was used to claim service as an employee representative. If the obsolete Form RP-4-37 was in the claim file, it was also acceptable as a claim for such service. (This form is now obsolete.)
- c. Form RP-4-37 - This form was also acceptable as a claim for service as an employee representative. (This form is now obsolete.)
- d. Letter - A properly signed letter claiming prior service was also acceptable as a claim if the prior service was outlined in sufficient detail to enable the employer to identify it on payroll or other detailed records.

## **A8. When Prior Service or Red Cap Service was Developed in General File Cases**

If the employee waited until after 1990 to file his annuity application, the prior service or red cap service development is already in a general file created under the employee's social security number. This general file became the employee's RRB claim file upon receipt of his annuity application.

The prior service or red cap service would have been developed when:

- a. An AA-15 or request for a prior service record or annuity estimate was received from:
  - An employee age 64 or older for jurisdiction of Medicare only; or
  - An employee less than age 64 who indicated an intent to retire within 6 months, or "soon"; or
  - A congressman, brotherhood official, or employer official, on behalf of an employee (regardless of employee's age).
- b. An earnings request was received from SSA and it was necessary to develop prior service in order to establish 120 months to determine jurisdiction.
- c. Prior service was taken into account in arriving at the total years of service for RUIA benefits. The RUIA provided for the extension of UI and SI benefit periods and the early beginning of benefit years based on, among other requirements, years of service.

Prior service or red cap service was not developed if it would not establish at least 120 months.

## **A9. Prior Service or Red Cap Service for RUIA Claimants**

The RUIA provided for the extension of UI and SI benefit periods and the early beginning of benefit years based on, among other requirements, years of service. Prior service or red cap service was taken into account in arriving at the total years of service. The creditability of prior service, in some cases, was determined by the RRB's regional offices and BUSI, and in others by the retirement claims examiner.

The cases in which RBD determined the creditability of prior service were those in which:

- a. Development of Employment Relation was required.
- b. Service report forms showed other than symbol "C" or "an amount of compensation" in months for which the employee claimed service.
- c. Differences in payroll names needed to be reconciled.

When RBD's certification of creditable service was needed in an "A" claim or general file, BUSI made a referral by UI-43, Creditable Military or Prior Service (Railroad Unemployment Insurance Act). This form is now obsolete.

#### **A10. Verified Prior Service and Red Cap Service**

"Verified service" as used here, means service reported on the basis of detailed records or personnel records. This service was usually reported by means of symbol "C" (compensation), "W" (red cap) or "M" (missing records). The "M" must have been supported by personnel records.

Employer payroll or other detailed compensation records certified by the employer were the best means of verifying prior service. The term "detailed record" meant a pension record, salary card posted from payroll records, or a time report which established that the employee earned or received compensation and showed the compensation by months.

When an AA-2P(R) in the claim file indicated that the employer verified service that had not been claimed by the employee, the service was still credited unless there was a "reasonable doubt" that it was performed by the claimant.

"Reasonable doubt" depended on the facts in the particular case. If there was a reasonable doubt about the prior service verified by the employer, but not claimed by the employee, and all or part of that prior service would increase the employee's years of service or affect the prior service average, further information was developed to verify that the prior service was creditable.

#### **A11. Prior Service and Red Cap Service Report Form AA-2P(R)**

Form AA-2P(R), "Record of Employee's Prior Service," was used to obtain a record of prior service and occupational titles before 1937 from an employer or from records stored at the Federal Archive Records.

Most employers carried redcaps on the payroll beginning with the month of 10-1938. When compensation was reported beginning with that month, a Form AA-2P was requested for a record of non-compensated redcap service only through 9-1938.

Railroads are not legally required to store employment records for more than fifty years. Therefore, if the verified prior service was not already in the claim file, or stored with the Federal Archive Records, the railroads may not be able to verify the prior service.

##### **a. Current Procedure**

Form AA-2P(R) is now obsolete. The Office of Programs, Retirement Analysis and Systems section will now either:

- Contact the railroad directly when the EDM screens and the "Employer Status List" indicate the claimed service is creditable for the period in question and the employer is still an operating railroad; or,
- Request the information from NARA if the Employer Status List shows "Records filed in Board."

b. Previous Procedure

The railroad verified the employee's prior service on Form AA-2P(R). This form was basically self-explanatory. A description of a few of the items is as follows:

- Payroll Name - The "Payroll Name", was the name(s) used by the employee during the period of service to be verified, exactly as shown by the employee on his claim for service.
- Name or Employer if not Same as Above - If the employee claimed service with the predecessor or subsidiary of the employer completing the Form AA-2P(R), the name of that predecessor or subsidiary was indicated in Section 2. A separate line was used for each predecessor or subsidiary employer.
- Occupation - This was the last occupation in which the employee worked for the employer shown in the preceding column.
- Date Began - This was the beginning date of the period of claimed service. (This should be the earliest date claimed by the applicant even if the employer was not required to verify all the service shown.)
- Department - This was the name of the railroad department in which the service described in the preceding columns was rendered.
- Location or Division - This was the name of the town or city in which the service described in the preceding columns was rendered. If the location was not known, it was the name of the division.
- Service Record - The railroad indicated the verified the months of service in Section 4. Before 7-1-74 employers were required to furnish information from their payrolls as to the actual amount of compensation earned in each month needed to determine the prior service average. For 7-1-74 or later, the Interstate Commerce Commission (ICC) occupational average was be used to determine the average compensation before 1937.

The railroad was requested to verify only the number of service months needed to qualify the employee for an annuity, a supplemental annuity or a 60/30 benefit. This form was not released if 360 months of subsequent service had been



established or the Employer Status List indicated the records for the period of service in question were not available.

## **A12. Prior Service Report Form OE-5**

Form OE-5 was used when the employee performed service for a railway-labor-organization employer in different capacities. This form is now obsolete.

- a. Service as Chairman of Local Lodge - The chairman of a local lodge was also a member of the general grievance committee. Therefore, even though service was claimed for only one of the positions, two sets of OE-5's were requested, one covering service in each position. (For exceptions see b and c below.)
- b. Service With Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express and Station Employees - Each local chairman was also a member of the division committee; the chairman of each division committee was also a member of the system board of adjustment of each railroad. Form OE-5 was requested as follows:
  - Local Chairman or Member of Division Committee - Two sets; one covering service as local chairman, the other covering service as member of division committee.
  - Chairman of Division Committee or Member of System Board of Adjustment - Three sets; one for service as local chairman, one for service as chairman of division committee, and one for service as member of system board of adjustment.
- c. Transportation - Communications Employees Union - Only one set of OE-5's was required when a person claimed service as chairman of a local lodge of the T-CEU or its predecessor, the Order of Railroad Telegraphers. Service as local chairman and member of the grievance committee was reported on a single OE-5.
- d. Service in Special Positions - A separate set of OE-5's was requested for service claimed in each of the following special positions:
  - Insurance secretary of a local lodge.
  - Legislative representative (may have been local, State or national).
  - Delegate to grand lodge convention.

## **A13. Records for Railway Express Agency (REA) Employees**

Records for Railway Express Agency (REA) employees in the following states are stored at NARA and can be secured by the Retirement Analysis and Systems section.

Arizona	Michigan	North Dakota	Washington
California	Minnesota	Ohio	Wisconsin
Colorado	Montana	Oregon	Wyoming
Idaho	Nebraska	South Dakota	Hawaii
Illinois	Nevada	Texas	
Iowa	New Mexico	Utah	

Records for Canada and all train messengers are also available. Records for all other states have been destroyed.

#### **A14. Formal Correctness of Report Forms**

- a. Certification by Employer Official - Each completed service report form was examined to see that it had been properly completed and certified by the employer.

Each of these forms must either have been signed by a proper official, accompanied by a memo or letter signed by a proper official, or authenticated by some other evidence that the form was cleared through proper channels. Reports of railway-labor-organization employers must also have been countersigned by the organization's national reporting officer. (A service report form signed by a properly authorized official was acceptable even though the service reported was that of the official who signed the form.)

Forms AA-2P(R) completed after 6-15-62 by the:

- Northern Pacific Ry Co.;
- Northern Pacific Transport Co.;
- Walla Walla Valley Ry Co.; and
- Duluth Union Depot and Transfer Co.

Must have been signed by:

- Russell H. Dick,
- Richard A. Buelke,
- Beatrice Nachtrieb, or

- K. T. Woodruff.
- b. Use of Standard Symbols - The RRB adopted the following symbols that were used by employers in reporting the prior service and compensation data shown in their records:
- "C" - To indicate that the employer's records showed that the employee received compensation during the month for which this symbol was entered.
  - "W" - To indicate that the employer maintained a month-to-month record that the employee performed non-compensated redcap service during that month.
  - "M" - To indicate that detailed records of the employer are missing or have been destroyed for the month for which this symbol was entered.
  - "X" - To indicate that detailed records of the employer were available and were examined, but the employee's name was not found for the service claimed during the month for which this symbol was entered.
  - "Amount of Compensation" - To indicate that the employee received compensation during the month for which the amount was reported. Credit this month as a month of service if properly claimed.

Canadian employers who deviated from the use of standard symbols are listed in sections c and d below. If the symbols, or an amount of compensation was omitted for any month for which an employee claimed service, an explanation of the omission made on the service report form or in a accompanying letter was accepted if the appropriate symbol or the amount of compensation for that month was explicitly indicated.

c. Canadian National Railway Company

The following symbols were used by the Canadian National Railway Company in reporting service in section 6 of AA-2P(R):

"A" - Where service was performed in Canada only.

"B" - Where the employee's name was found on payroll but it could not be determined whether any service was performed in the United States.

"C" - Where the payroll records show service was performed in the United States.

The amounts entered represent compensation for service in the United States. When "A" was entered, no amount of compensation was shown. This symbol indicated that compensation was earned only in Canada.

d. Canadian Pacific Railway Company

The symbol "C" on Form AA-2P(R) denotes compensated service in the United States.

The amounts entered for the period 1924-1931 are the total compensation for service performed in both the United States and Canada. The percentage to be applied to those amounts to determine the compensation earned in the United States was stated under "Additional Information" or "Remarks" of the AA-2P(R). If the stated percentage for the overall period did not apply to a particular month or period, the percentage for such month or period was stated as an exception, or the actual amount or amounts allocated to such month or period was shown.

- e. Alteration of Service Report Form - Usually, erasures, corrections and additions made on service report forms were initialed. An explanation of these changes should be in "Remarks" of the AA-2P(R), by the official submitting the form to the RRB. However, if the changes were not initialed or an explanation was not furnished, the entry was not questioned unless there was reason to believe it was in error.

#### **A15. When Payroll Name Differences Were Reconciled**

If the employer reported any difference in the employee's name (as shown on the prior service report of an employer and the name on the employee's application or the AA-15), and stated that the names referred to the same person, further reconciliation was not necessary.

Otherwise, any difference in the employee's name as shown on the prior service report of an employer and the name on the employee's application or AA-15, was compared to other identifying data in the file, i.e., SSA number, DOB, POB, place of residence, and similar items, in accordance with RCM 4.8.

#### **A16. When Employer Personnel Records were Used to Establish Service**

If an employer indicated that detailed records were not available to verify the employee's claimed period of prior service or red cap service, they furnished a personnel record of the employee's employment. The RRB used the personnel record to establish the claimed period of service EXCEPT for any months during the period for which the employer has entered "X" on the service report form. The RRB credited all other months covered by the personnel record, unless there was evidence that the employee did not work during those months.

However, any service verified by employer personnel records was subject to a reduction to allow for probable absences. The reduction was 5 percent of the number of months in each period or the absence reported by the employee, whichever was greater.

EXAMPLE: An employee claimed service with the Rock Island RR from 12-1908 through 10-1916. The employer's personnel record showed that the employee entered its service on 12-10-08 and resigned 10-6-16. The employer reported "C" months for

the period 12-1908 through 3-1910, "M" months for the period 4-1910 through 12-1913, and "X" months for the remainder of the period claimed. Although payroll records indicated that the employee did not work in the months following the period of "M" months, the personnel record was not discredited. Subject to the "5% deduction" rule, the employee can be credited with the entire period of "M" months.

A seniority roster was not considered an acceptable personnel record. However when reference was made to seniority rosters on AA-2P(R)'s completed by the Seaboard Airline Ry. This meant that both the personnel record and the seniority rosters indicated that the employee worked during the periods specified.

### **A17. Checking Established Service Before Requesting Verification of Additional Service**

Before you attempt to establish the maximum allowable period of claimed prior service, refer to EDM to determine the number of months of subsequent service verified for the employee.

If it is determined that additional prior service or red cap service claimed by the employee should be verified to insure payment of maximum benefits, refer the case to the Retirement Analysis and Systems section of the Office of Programs.

### **A18. Rechecking "X" Months**

- a. When to Recheck - Request Retirement Analysis and Systems to recheck of "X" months from an employer only if:
  - Eligibility for benefits (including minimum annuity) depends upon verification of additional service; or
  - The information previously furnished the employer was in some way incomplete or inadequate for verifying the employee's claimed service and establishment of the service would increase the annuity by \$.30 or more.
- b. Securing Additional Information From Employee - Before asking an employer to recheck "X" months, Retirement Analysis and Systems will obtain additional information or evidence from the employee, such as:
  - The name of a predecessor company or contractor for whom the employee worked; or
  - The titles of the different occupations in which he worked; or
  - The location(s) where the work was performed, the department(s) or division(s) in which he worked and the names of foremen or supervisors under whom he worked; or

- Different names and initials or different spellings of the names used by the employee, which appeared on payroll and other records; or
- How the employee was paid (e.g., check, voucher, cash) and the name of the employer from whom he received his pay; or
- A statement that pay was received for time lost during an identifiable period; or
- Changes in dates of service originally claimed; or
- Names of fellow workers (if the employee was an unskilled laborer or worked with a section crew), the location of the work, section or gang number, and the employee's brass check number if used to identify workers; or
- Personal records, service letters, time books, payroll deduction slips for hospitalization or company insurance plans, copies of tax data furnished employee by employer, and time records of workers supervised by the employee.

#### **A19. When Form G-86 was Used to Establish Service**

Form G-86, "Certification in Support of Employer Service for Which no Records are Available," is now obsolete.

- a. Previous Use of Form G-86's - There were cases in which prior service or red cap service was required to establish the maximum allowable service period or to insure payment of maximum benefits; the payroll records were missing ("M" months); and, the employer could not furnish a personnel record covering a period of claimed service. The employee, or in a death case the applicant, was given an opportunity to establish his claimed prior service or red cap service by requesting two persons who had personnel knowledge that the employee performed the service in question to complete Form G-86.

Two separate Form G-86's were completed independently by each of two persons who had personal knowledge that the employee performed the service in question. These persons need not have been fellow workers of the employee. They could have been related to the employee by blood or marriage, or financially obligated to the employee. Their Form G-86 statements were accepted if the relationship or obligation was described in detail under "Remarks" on the Form G-86.

- b. Examination of Completed G-86's - Each Form G-86 was carefully examined to see that all answers were complete and consistent; that the person who signed the form had given sufficient plausible information to demonstrate his knowledge of the service; and, to prevent the acceptance of conflicting statements. The following items were carefully checked:

- Age of Certifier at Time Service Was Performed - The certifier's stated date of birth should have agreed with the date on which he stated he first became acquainted with the employee.

Example 1 - A certification in support of service in 1915 which shows that the certifier was born in 1909 was not acceptable because it was not reasonable for a child six years of age to have had personal knowledge of the employee's employment.

Example 2 - If the certifier's given date of birth indicated that he was only 10 years old at the time he stated that he was a fellow worker of the employee, it was presumed that the certifier's statements are contrary to fact. It was unlikely that a boy ten years old would have been so employed. However, if the certifier stated that he was attending school and came into personal contact with the employee in some other way, the Form G-86 was accepted.

- Period and Method of Personal Contact - The certifier must have stated affirmatively that he came into personal contact with the employee at least once a month. The contact may have occurred in person, by letter, telephone or telegraph; also by receipt of employer records completed by the employee, by cashing the employee's pay checks, or any similar means which shows conclusively that the certifier has personal knowledge that the employee performed service for the employer during the period claimed.
- Service Covered by G-86's - The service covered by a Form G-86 only verified that portion of the employee's claimed service for which employer records are not available. The beginning and ending dates of that portion of the employee's prior service which were intended to be substantiated by the Form G-86 certification were entered in the spaces provided for "service beginning date" and "service ending date," respectively. Credit was not allowed for any service before or after the dates shown, or before or after the employee's claimed period of prior service.

If the Form G-86 also included other periods of service that had detailed employer records that did not discredit the certification. However, any service included on the Form G-86 that was disproved by detailed records of the employer were not allowed.

If the period covered on Form G-86 was shown by years only, rather than by month and year, credit was only allowed from December in the beginning year through January of the ending year. Similarly, if service was shown by seasons, instead of months, as Fall 1910 to Spring 1914, credit was only allowed from the latest month of the beginning season (December) to the earliest month of the ending season (March). The seasons were: Spring, March to June; Summer, June to September; Fall, September to December; Winter, December to March.

- Signature - The certifier must have signed the Form G-86 in his usual and customary manner. The signature must be written in ink or indelible pencil. It was not acceptable if any alterations were made. A signature by mark must have been witnessed by two persons who knew the person making the certification. The witnesses must also have given their addresses.

Where the certifier's mark was made in the presence of an RRB employee, and another witness was not readily available, the RRB employee's signature as a witness sufficed if he stated that he personally knew the signer, or had fully satisfied himself as to the certifier's identity.

## **A20. How Established Prior Service Was Summarized**

- a. By G-86 - When acceptable sets of Form G-86 are received covering one or more periods of service, Form G-83 summarized all of the service months included in all Forms G-86.

Any period of claimed service which were verified as to inclusive dates by employer personnel records, service letters, G-86's, or any similar record, rather than by evidence which established some service in each month during the period, were subject to a reduction to allow for probable absences. This reduction was 5 percent of the number of months in each period or the absence reported by the employee, whichever was greater. An exception was made when the employee or the employer submitted evidence which established the actual days or periods of absence.

The calculations were made separately for each period of service verified as to inclusive dates. Fractions obtained in the calculations were dropped. The total creditable "M" months were entered on the G-367 in the folder.

"Each period of service verified as to inclusive dates," as used in this instruction, meant each period of continuous "M" months which were established. Where the continuity of "M" months were broken by a "C" month or by a notation in the personnel record showing that the employee actually worked in a month, e.g., "suspended 10 days for passing red signal on March 15, 1923," the period of "M" months before the "C" month and the period of "M" months after the "C" month were calculated as two separate periods of service.

- b. By Employee's Personal Record - An employee was allowed to submit a time book, work report, material requisitions, call books, or any other similar personal record that satisfactorily substantiated his claimed service, if that service could not be verified from payrolls or other employer records. The RRB transcribed the information from these records to a Form AA-2P(R) by entering the symbol "C" in each month verified by the record; describing briefly the evidence submitted on the Form AA-2p(R); and dating and signing the form. After this action was completed, the personal record was returned to the employee by registered mail.



## **A21. How Prior Service Report Forms Were Marked**

All reported service prior service forms were marked in red pencil with the following symbols for the purposes indicated:

- a. Solid Red Border - A solid red border was used to block out a period of prior service or an item of compensation which was not creditable or was disregarded for all purposes. This was also the appropriate marking to exclude from the calculations any prior service or compensation which was not needed because it overlapped service verified by two or more employers during a period. If the examiner later needed to reinstate an item of service or compensation which had been blocked out with a red border, he made a black dotted line around the red border.
- b. Red Horizontal Brackets - A pair of red horizontal brackets (one at the beginning and one at the end of each period of service) indicated that the particular months of service in each such period were counted as service but that any reported compensation was excluded from the aggregate compensation that was used in determining the average monthly compensation. This was the appropriate marking when, during the period 1924-1931, the employer had shown, for the same month, the symbol "M" and an amount of compensation. It was also used to denote separate periods of "M" service that were included in the total months of service.
- c. Vertical Brackets - If two or more service records verify compensation for the same month, a pair of vertical brackets on all but one of the forms was used to indicate that the total aggregate of the compensation was used, but only one service month was credited.

Compensation data for periods other than 1924-1931 were reported on Form AA-2P-BRS. However, if the employer used sec. 7 of AA-2P(R) or otherwise improvised instead of using the prescribed form, a red line was drawn to separate the 1924-1931 period from other periods for which compensation data was furnished.

Claims examiners in the benefit computing groups were responsible for the blocking out of all service in excess of 30 years and/or overlapping service months. In the absence of any markings or brackets, all other service and compensation was included as reported.

## **A22. How the Results of Prior Service Development was Furnished to the Employee**

Since 10-21-59 (the date of Board Order 59-190), the RRB did not issue a FORMAL notification of an employee's prior service record for cases in which the employee had not filed an application for an annuity. The informal notice of a prior service record did not carry protest or appeal rights. If a person believed that the informal determination

notice was incorrect, he must have filed an annuity application for formal determination before he could resort to the RRB's appellate procedure.

### **A23. Cancellation of Prior Service Report Forms**

When a request for the completion of a prior service report form was outstanding and such information was no longer required, a letter to the railroad was prepared to cancel the request. The letter included the form number (i.e., AA-2P), the date it was released, and the employee's name, occupation, department, and division or location where he worked.

Cancellation of the request for the completion of prior service report forms was required under any of the following conditions:

- The applicant was ruled ineligible to receive credit for prior service; or
- An investigation showed that the form was sent to the employer in error; or
- The employer with whom service was claimed was later determined not subject to the RR Act; or
- Maximum years of creditable service had already been verified.

### **A24. Disposition of Form AA-2P(R)**

Form AA-2P(R) is always filed in the employee's RRB general file or RRB claim file.

## **Appendix B - Abbreviations, Trade Names and Nicknames of Railroads**

ABC	Atlanta, Birmingham and Coast Railroad Company
Air Line, The	Louisville, Evansville & St. Louis Consolidated Railroad Company
Albert Lea Route	Minneapolis & St. Louis Railroad Company, The
Alleghany Route, The	Richmond and Alleghany Railroad Company
Annapolis Short Line	Maryland Electric Railways Company
Arkansas River Route	Midland Valley Railroad Company
Artesian Route, The	San Antonio, Uvalde & Gulf Railroad Company

Atlanta & New Orleans Short Line	Atlantic & West Point Railroad (From 1903, see West Point Route) Western Railway of Alabama, The
Augusta and Asheville Short Line	Port Royal and Western Carolina Railway
Balloon Route	Los Angeles Pacific Railroad (electric)
Bay Line, The From 1927	Seaboard and Roanoke Railroad Company, The Atlanta and St. Andrews Bay Railway Company (See also Panama Canal Route)
Bee Line	Dayton & Union Railroad Company; Indianapolis and St. Louis Railway Company, The; Cleveland, Cincinnati and Indianapolis Railway Company
Bee Line From 1909	Atlanta, Birmingham and Atlantic Railroad Company
Berkshire Hills Route	Housatonic Railroad Company
Bessemer Route, The	Bessemer and Lake Erie Railroad Company
"Big Four" Route	Cleveland, Cincinnati, Chicago and St. Louis Railway Company, The (New York Central System since 1909)
Black Band, The	Kanawha and Coal River Railway Company
Blair Line, The	Kansas City, Osceola and Southern Railway Company, The
Blue Grass Route, The	Kentucky Central Railway Company
Bluff Line, The	In 1891, St. Louis, Alton & Springfield Railroad Company, In 1894, St. Louis, Chicago and St. Paul Railroad Company
Boca Grande Route	Charlotte Harbor and Northern Railway Company
"Bonheur - RW & O"	Rome, Watertown and Ogdensburg Railroad Company
Buckeye Route & Chicago Short Line	Columbus, Hocking Valley and Toledo Railway Company, The
Burlington, The	Chicago, Burlington & Northern Railroad Company
Burlington Route	Chicago, Burlington and Quincy Railroad Company

Cairo Short Line	St. Louis & Cairo Short Line (See Egyptian Route, for 1894)
Canal Route, The	Gulf Line Railway Company
Cape Charles Route	New York, Philadelphia & Norfolk Railroad Company
Cedar Rapids Route	Burlington, Cedar Rapids and Northern Railway Company of Iowa, The (See Iowa Route, The - before 1897)
Cedar Valley Road	Waterloo, Cedar Falls and Northern Railway Company
Charleston Line, The	South Carolina and Georgia Railroad Company
Chatauqua Route	Jamestown, Chatauqua & Lake Erie Railway Company
Chicago Outer Belt Line	Elgin, Joliet and Eastern Railway Company (See Joliet Belt Line, 1889)
Chicago Short Line, Buckeye Route	See Buckeye Route
Choctaw Line	Choctaw Coal and Railway Company
Choctaw Route, The	Choctaw, Oklahoma and Gulf Railroad Company
Clinchfield Route, The	Carolina, Clinchfield and Ohio Railway; Later, Clinchfield Railroad Company
Coast Line	Atlantic Coast Line Railroad Company
Clover-Leaf Route	Prior to 1903, Toledo, St. Louis and Kansas City Railroad Company; 1903 and after, Toledo, St. Louis and Western Railroad Company (See Nickel Plate)
Coal & Pig Iron Route, The	Tennessee Coal, Iron and Railroad Company
Cog Wheel Route	Manitou and Pike's Peak Railway Company, The
Colorado Road, The	Colorado and Southern Railway Company, The
Columbia River Route	Colorado Midland Railway Company, The
Columbus & Toledo Short Line	Marietta, Columbus & Cleveland Railway Company

Columbus & Zanesville Route	Columbus and Eastern Railroad Company, The
Copper Country Route	Copper Range Railroad Company
Coon Valley Route	La Crosse & Southeastern Railway Company
Corn Belt Route	Chicago Great Western Railroad Company
Cotton Belt Route	St. Louis Southwestern Railway Company
Crandie Route, The	Cedar Rapids and Iowa City Railway
Cripple Creek Scenic Line	Midland Terminal Railway Company, The
Crouch Lines (to the Black Hills)	Missouri River & North Western Railway Company
"3 C" Route, The	Charleston, Cincinnati and Chicago Railroad Company
Dan Patch Lines	Minneapolis, St. Paul, Rochester and Dubuque Electric Traction Company
Decatur Route	Indianapolis, Decatur and Western Railway Company
Deep Water Route	Gulf, Florida & Alabama Railway Company
Denver Road, The	Fort Worth and Denver City Railway Company
Diamond Route, The	Memphis, Paris & Gulf Railroad Company
Dixie Line, The	Nashville, Chattanooga & St. Louis Railway, The (See also, Lookout Mountain Route)
Dr. Webb's Railroad	Mohawk and Malone Railroad Company, The
Duluth Short Line	St. Paul and Duluth Railroad Company
Eagle Pass Route	Mexican International Railroad Company
Eagle Mere Route	Williamsport and North Branch Railroad Company
East St. Louis Outer Belt Line	Alton & Southern Railroad Company
Edenborn Line	Louisiana Railway & Navigation Company

Egyptian Route, The	(In 1894) St. Louis & Cairo Short Line (See also, Cairo Short Line)
Elberta Route	Prescott & North-Western Railroad Company, The
Elk Route	Charleston, Clendennin & Sutton Railroad Company
Elkhart Line, The	Cincinnati, Wabash & Michigan Railway Company, The
Erie	Erie Railway Company; 1889-93, New York, Lake Erie and Western Erie Lines; 1894-1900, Erie; 1903 on, Erie Railroad Company
Evansville Route	Chicago and Eastern Illinois Railroad Company
Excelsior Springs Route	Kansas City, Clay County and St. Joseph Railway Company (electric)
Fall Brook Line	Fall Brook Coal Company
Feather River Route, The	Western Pacific Railway Company
Fishing Line, The	Grand Rapids & Indiana Railway Company
"Flagler" System	Florida East Coast Railway Company
Florida Fast Line	Richmond, Fredericksburg and Potomac Railroad Company
Flying Crow, Route of the	Kansas City Southern Railway Company, The (See also, Fort Arthur Route)
Fort Dodge Line, The	Ft. Dodge, Des Moines & Southern Railroad Company
Fort Wayne & Penna. Route	Pennsylvania Lines - West of Pittsburgh, Pa.
Freeport Route, The	Houston and Brazos Valley Railway Company
Frisco Lines (Later, Frisco System)	St. Louis-San Francisco Railway Company
Fruit Belt Line, The	(1909) Kalamazoo, Lake Shore and Chicago Railway Company; (1912) Kansas City and Memphis Railway Company

Fruit Belt Route, The	Grand Junction and Grand River Valley Railway Company, The
Gary Line	Chicago, Milwaukee and Gary Railway Company
Grand Canyon Line (1903)	Atchison, Topeka and Santa Fe Railway Company (See also, Santa Fe Route)
Granite & Iron Route	Austin and Northwestern Railroad Company, The
Gray's Peak Route	Argentine & Gray's Peak Railway
Great Gorge Route, The From 1903 on	Niagara Falls & Lewiston Railroad (electric); Niagara Gorge Railroad; Lewiston, Youngstown & Frontier Railway (electric)
Great I B & W Route, The	Ohio, Indiana and Western Railway Company, The
Great Middle Route, The	Atlantic and Pacific Railroad Company
Great Rock Island Route, The	Chicago, Rock Island and Pacific Railway Company (Later, Rock Island Lines)
Great Salt Lake Route, The	Rio Grande Western Railway Company, The (Later, Denver & Rio Grande Western)
Green Bay Route	Green Bay and Western Railroad Company; Iola and Northern Railroad Company; Kewaunee, Green Bay and Western Railroad Company
Green Mountain Route (1906 only)	Central Vermont Railway Company
Gulf Air Line	Houston and Shreveport Railroad Company; Houston East & West Texas Railway Company, The
Gulf Route	Missouri, Oklahoma and Gulf Railway Company
Henderson Route, The	Louisville, Henderson and St. Louis Railway Company
Hiwasee Route	Atlanta, Knoxville & Northern Railway Company
Hoosac Tunnel Route	Fitchburg Railroad Company
Hoosier Route, The	Chicago & South Bend Railroad

Houek Railroads	St. Louis, Memphis and Southeastern Railroad; Chester, Perryville and Ste. Genevieve Railway Company, The; Saline Valley Railway Company; Cape Girardeau & Chester Railroad Company, The; Cape Girardeau & Thebes Bridge Terminal Railway
Illini Trail	Chicago, Ottawa & Peoria Railway Company
Inland Empire System	Spokane & Inland Empire Railroad Company
International Route, The	International-Great Northern Railroad Company (See also The Texas Railroad)
Iowa Route, The	Burlington, Cedar Rapids and Northern Railway Company of Iowa, The (See also, Cedar Rapids Route-'97)
Iron Range Route, The	Wisconsin & Michigan Railway Company
Ithaca-Auburn Short Line	New York, Auburn and Lansing Railroad Company, The
Jacksonville Short Line	Atlantic, Valdosta & Western Railway Company
Jacksonville South Eastern Line	Chicago, Peoria & St. Louis Railway Company; Jacksonville, Louisville and St. Louis Railway Company ('94); Louisville & St. Louis Railway Company
Jersey Central	See <u>New</u> Jersey Central
Joliet Belt Line	Elgin, Joliet and Eastern Railway Company (1889) (See Chicago Outer Belt Line, for later dates)
Kanawha Short Line	Toledo and Ohio Central Railway Company, The
Kankakee Belt Route	Illinois Division of New York Central Lines
Kankakee Line - Big Four (1889)	Cincinnati, Indianapolis, St. Louis and Chicago Railway Company
Katy Route, The	Missouri-Kansas-Texas Railroad Company
Keokuk Route	Keokuk and Western Railroad Company; Des Moines & Kansas City Railway Company
Kay System	San Francisco-Oakland Terminal Railways



Kite Route, The	Denver & Interurban Railroad Company (electric)
Klickitat Valley Route	Columbia River & Northern Railway Company (See also, "The Regulator Line")
Kushequa Route	Mt. Jewett, Kinzua and Riterville Railroad Company
Lackawanna Railroad	Delaware, Lackawanna and Western Railroad Company, The
La Grange Route, The	Macon and Birmingham Railroad Company (See also, Pine Mountain Route)
Lake Huron Shore Line	Detroit and Mackinac Railway Company (See (1912) Mackinac Route)
Lake Shore Route	Lake Shore and Michigan Southern Railway Company, The (New York Central)
Laurel Line	Lackawanna and Wyoming Valley Railroad Company
Leatherstocking Route	Southern New York Power and Railway Corporation (Successor to Otsego and Herkimer Railroad Company)
Lima Route	Western Ohio Railway Company (electric) (In 1930, Dayton & Troy Electric Railway Company)
Line of the Minute Man	Boston and Maine Railroad
Little E Route	Mississippi & Western Railroad Company
Lone Star Line	Texas Central Railway Company, The
Lookout Mountain Route	Nashville, Chattanooga & St. Louis Railway, The (See also, Dixie Line, 1930 and after)
Louisville Belt Line	Kentucky & Indiana Terminal Railroad Company
Low Grade	Allegheny Valley Railroad Company (Pennsylvania Railroad Company, The)
Luce Electric Lines	Electric Short Line Railway Company
Lumber Line, The	Bainbridge Northern Railway
Mackinac Route	Detroit and Mackinac Railway Company (For name prior to 1912, see Lake Huron Shore Line)

Mackinac, The (1889)	Cincinnati, Jackson and Mackinaw Railway Company
McKinley Lines	Illinois Traction, Inc.
Maple Leaf Route, The	Chicago Great Western Railway Company (See also, Corn Belt Route)
Marble Road, The	Crystal River and San Juan Railroad Company, The
Marquette Route, The (1897)	Duluth, South Shore and Atlantic Railway Company, The (See also, Mackinaw Short Line); (1889), See South Shore Lines; and South Shore (1894 and later)
Mason & Dixon Line	Western Maryland Railway Company
Memphis Route	Kansas City, Fort Scott and Memphis Railroad Company
Merced Canyon Route	Yosemite Valley Railroad Company
Middle Plains Route	Gulf, Texas and Western Railway Company
Mid-land Route	Midland Continental Railroad
Midland Route, The	Texas Midland Railroad
Milwaukee Road, The	Chicago, Milwaukee and St. Paul Railway Company (Chicago, Milwaukee, St. Paul and Pacific Railroad Company)
Minneapolis Belt, The	Minneapolis, Northfield and Southern Railway
Mississippi Valley Central Route	Illinois Central Railroad Company
Mississippi Valley Route	(In 1894) Chesapeake, Ohio & South-Western Railroad Company Louisville, New Orleans & Texas Railway Company (See - Mobile, Port-of, Route)
Mobile, Port-of, Route	Alabama, Tennessee and Northern Railroad Corporation (Mobile Line, 1918 to 1930)
Mobile Route, The (1906)	Mobile, Jackson and Kansas City Railroad Company (See (1909) Panama Route)

Moffat Road, The	Denver, Northwestern and Pacific Railway Company, The
Monon Route	Prior to 1900, Louisville, New Albany and Chicago Railway Company; 1900 on, Chicago, Indianapolis and Louisville Railway Company
MOP	Missouri Pacific Railroad Company
Mount Vernon & Panhandle	Cleveland, Akron and Columbus Railway Company, The (Prior to 1900) Pennsylvania Lines - West of Pittsburgh, Pennsylvania)
Nacoochee Valley Route	Gainesville & Northwestern Railroad Company
Napa Valley Route	San Francisco, Napa and Calistoga Railway
Nashville Route, The	Tennessee Central Railroad Company
Natural Gas Route	Lake Erie and Western Railroad Company, The
Natural Tunnel Route, The	South Atlantic and Ohio Railroad Company (became Virginia & Southwestern Railway in 1900)
Nevada Short Line, The	Tonapah and Tidewater Railroad Company
New Canada Short Line	Delaware and Hudson Canal Company, The
New Haven	New York, New Haven and Hartford Railroad Company, The
New Jersey Central	Central Railroad Company of New Jersey, The (Also, Jersey Central)
Niagara Falls Route	Michigan Central Railroad Company, The
Niagara Gorge Route	See Great Gorge Route
Nickel Plate Line	New York, Chicago and St. Louis Railroad Company, The:
<u>Nickel Plate District</u>	
Buffalo Division	Conneaut to Buffalo
Cleveland Division	Bellevue to Conneaut

Fort Wayne Division	Fort Wayne to Bellevue
Chicago Division	Fort Wayne to Chicago
<u>Lake Erie &amp; Western District</u>	
Sandusky Division	Sandusky to Frankfort
Peoria Division	Frankfort to Peoria
Indianapolis Division	Indianapolis to Michigan City
New Castle Division	Fort Wayne to Connersville and including New Castle to Rushville
<u>Clover Leaf District</u>	
Frankfort to Toledo	Includes First and Second Subdivisions
St. Louis to Frank-fort	Includes Third and Fourth Subdivisions
North Arkansas Line	Missouri and North Arkansas Railroad Company (See also, Ozarka-North Arkansas Route)
North Bank Road, The	Spokane, Portland and Seattle Railway Company
North Shore Line	Chicago North Shore and Milwaukee Railroad Company
North Star Route	Minneapolis & Rainy River Railway Company
Northwest Route	Kansas City, Wyandotte & Northwestern Railroad Company
Northwestern Line, The	Chicago and North Western Railway Company; Also, Fremont, Elkhorn and Missouri Valley Railroad Company; Chicago, St. Paul, Minneapolis and Omaha Railway Company in 1891; Sioux City and Pacific Railroad in 1891
Ohio Valley Line	Ohio River Railroad Company
Oil Belt Line	Cisco & Northeastern Railway Company
Oil Belt Route	Wichita Falls, Ranger & Fort Worth Railroad Company

O K Route	Quincy, Omaha & Kansas City Railroad Company (See also, Quincy Route)
Okefinokee Route	Waycross and Southern Railroad Company
Orem Electric	Salt Lake and Utah Railroad Company (electric)
Orient Lines, The	Kansas City, Mexico and Orient Railway Company, The (See also, Port Stilwell Route)
Overland Route, The	Union Pacific Railroad Company
Ozarks-North Arkansas Route	Missouri and North Arkansas Railway Company (See also, North Arkansas Line)
Ozone Route	New Orleans Great Northern Railroad Company
Panama Canal Route	Atlanta & Saint Andrews Bay Railway Company (See also, Bay Line)
Panama Route (1909)	Mobile, Jackson and Kansas City Railroad Company (See also, Mobile Route)
Panhandle, Texas - Route	Fort Worth and Denver City Railway Company;  Denver, Texas and Fort Worth Railroad Company, The Denver, Texas and Gulf Railroad Company, The
Panhandle Route	Pennsylvania Lines - West of Pittsburgh, Pa.;  Pittsburgh, Cincinnati, Chicago and St. Louis Railroad Company, The
Paradise Valley Route	Tacoma Eastern Railroad Company
Pend Oreille River Route	Idaho & Washington Northern Railroad
Peoria Gateway Line, The	Minneapolis and St. Louis Railroad Company, The (Only 1918); (See Albert Lea Route)
Peoria Road, The	Toledo, Peoria & Western Railroad
Peoria Route, The	Rock Island and Peoria Railway Company
Piedmont Air Line	Richmond and Danville Railroad Company, The (Southern Railway)

Pigeon Mountain Line	Chattanooga Southern Railway Company
Pike's Peak Route	Colorado Midland Railway Company, The
Pilchuck Valley Route	Washington Western Railway Company
Pine Leaf Route	Fernwood and Gulf Railroad Company
Pine Mountain Route	Macon and Birmingham Railroad Company (See also, (1903) La Grange Route)
Pine Valley Route	Lake Erie, Alliance & Wheeling Railroad Company, The
Plant System	Savannah, Florida and Western Railway Company, The; Charleston and Savannah Railway Company; South Florida Railroad Company; Brunswick and Western Railroad Company <u>Became</u> , Atlantic Coast Line Railroad Company
Port Arthur Route	Kansas City, Pittsburgh and Gulf Railroad Company (See also, Route of the Flying Crow)
Port-of-Mobile Route	See Mobile, Port-of Route
Port St. Joe Route	Apalachicola-Northern Railroad Company
Port Stilwell Route	Kansas City, Mexico and Orient Railway Company, The (See also, Orient Lines)
Poughkeepsie Bridge Route	Central New England and Western Railroad Company (Central New England Railway Company)
Promised Land Route	Cache Valley Railroad
Quanah Route	Quanah, Acme & Pacific Railway Company
Queen & Crescent Route	Cincinnati, New Orleans and Texas Railway Company, The; <u>Also</u> , Alabama Great Southern Railroad Company, The; New Orleans and Northeastern Railroad Company; Vicksburg & Meridian Railroad Company; Vicksburg, Shreveport and Pacific Railroad Company
Quincy Route	Quincy, Omaha & Kansas City Railroad Company (See also, O K Route)
Rabun Gap Route	Tallulah Falls Railway Company

Rathburn System (Canada)	Kingston, Napanco & Western Railway; Bay of Quinte Railway & Navigation Company; Thousand Islands Railway Company; Deseronto Navigation Company, Ltd.
Redwood Empire Route	Northwestern Pacific Railroad Company
Redwood Route, The	California Western Railroad & Navigation Company
Regulator Line, The	See Klickitat Valley Route
Rhine, the Alps and the	Chesapeake and Ohio
Battlefield Line, The	Railway Company, The
Richmond-Washington Line	Richmond, Fredericksburg and Potomac Railroad Company (See Florida Fast Line)
Ringling Lines	Oklahoma, New Mexico and Pacific Railway Company
Rio Grande	Denver and Rio Grande Western Railroad Company, The
Rock Island Lines	Chicago, Rock Island and Pacific Railway Company, The (See Great Rock Island Route)
Rockford Route	Illinois, Iowa and Minnesota Railway Company
Rocky Mountain Route	St. Louis, Rocky Mountain and Pacific Railway Company
Royal Gorge Route	Denver and Rio Grande Western Railroad Company, The (See Scenic Line of the World)
Royal Route, The	Philadelphia and Reading Railway Company
R - S Pacific Route	Roscoe, Snyder and Pacific Railway Company
Sacandaga Route	Fonda, Johnstown and Gloversville Railroad
Sacramento Short Line	San Francisco-Sacramento Railroad Company
Salt Lake Route	San Pedro, Los Angeles & Salt Lake Railroad Company
Santa Fe Route	Chicago, Santa Fe & California Railway (1889); Atchison, Topeka and Santa Fe Railway Company, The (1891 to date); (See Grand Canyon Route, 1903)

"S A P"	San Antonio and Arkansas Pass Railway Company, The
Savannah Short Line	Georgia and Alabama Railway
Scenic Line of the World	Denver and Rio Grande Western Railroad Company, The (See Royal Gorge Route)
Sea Shore Line, The	Los Angeles Terminal Railway Company
Shawmut Line, The	Pittsburgh, Shawmut & Northern Railway Company, The
Sheboygan Freight Line	Wisconsin Light & Power Company
Shell Bark Route	Coal Belt Railway (St. Louis, MO)
Saint Claire Tunnel Service	Canada to Detroit
Shenandoah Valley Route	Norfolk and Western Railway Company
Sierra Nevada Route	Nevada-California-Oregon Railway Company
Silver San Juan Scenic Line	Rio Grande Southern Railroad Company, The
Soo Line, The	Minneapolis, St. Paul & Sault Ste. Marie Railway Company
Soo-Mackinaw Short Line, The	Duluth, South Shore and Atlantic Railway Company, The (See Soo-South Shore Lines)
Soo-South Shore Lines	Minneapolis, St. Paul & Sault Ste. Marie Railway Company (See Soo Line); Duluth, South Shore and Atlantic Railway Company, The;  (See South Shore, after 1900; "Marquette Line," 1897; "Soo-Mackinaw Short Line in 1889")
South Bend Gateway	Indiana Northern Railway Company
South Park Line	Denver, Leadville and Gunnison Railway Company, The
South Haven Route	Toledo and South Haven Railroad Company
South Shore	Duluth, South Shore and Atlantic Railway Company, The (Cleveland)



South Shore Lines	Chicago, Lake Shore & South Bend Railway
Southwestern Route	El Paso and Southwestern Railroad Company
Split Log	Kansas City, Fort Smith & Southern Railroad Company
Straight Line, The	Chicago, Cincinnati & Louisville Railroad Company
Sugar Belt Route	St. Louis, Avoyelles & Southwestern Railway Company
Sumatra Leaf Route	Georgia, Florida & Alabama Railway Company
Sumter Route	South Carolina Railway Company, The
Sunset Route	Southern Pacific Company (Also, Odgen & Shasta Route)
Suwanee River Route	Georgia Southern and Florida Railway Company
Switzerland Trail, The	Colorado & Northwestern Railway Company; Denver, Boulder & Western Railroad Company
Tangent Line	Findlay, Fort Wayne and Western Railway Company, The
Taos Route, The	San Luis Valley Southern Railway Company, The
Tarpon Route, The	Orange Belt Railway Company
Texas Panhandle Route	See Panhandle, Texas - Route
Texas Railroad, The	International and Great Northern Railway Company
Three <u>C</u> Route, The	Charleston, Cincinnati and Chicago Railroad Company
Timber Belt Line	Texas Southern Railway Company
Trans-Virginias Route	Chesapeake & Western Railroad Company
Tri-City Route	Davenport, Rock Island and North Western Railway Company
Tropical Line, The	Tavares and Gulf Railroad Company
Tropical Trunk Line	Jacksonville, Tampa and Key West Railway Company

Utah Coal Route	Utah Railway Company
Valley Line, The	St. Joseph Valley Railway Company
Vandalia Line	Penna. Lines - West of Pittsburgh, Pa.; Terre Haute & Indianapolis Railroad before 1905
Velasco Route	Houston & Brazos Valley Railway Company
Vermilion Route	Duluth and Iron Range Railroad Company, The
Vicksburg Route	Alabama and Vicksburg Railway Company, The; Vicksburg, Shreveport and Pacific Railroad Company, The; Formerly Part of Queen & Crescent
Vidalia Route, The	Macon, Dublin & Savannah Railroad Company
Waco-Beaumont Route	Waco, Beaumont, Trinity & Sabine Railway Company
Water Level Route	New York Central System
Watkins Route, The	Kansas City, Watkins and Gulf Railway and Belt Line Railway Company, The; Also (In 1903) Western Railway of Alabama (See Atlanta & N.O. Short Line)
West Point Route, The	Atlanta and West Point Railroad Company (See Atlanta & N.O. Short Line)
White Oaks Route	El Paso and Northeastern Railway Company
Wichita Falls Route	Wichita Falls and Northwestern Railway Company of Texas, The; Wichita Falls & Southern Railway Company, The
Willamette Route	Oregon Electric Railway Company
Winona Lines	Winona Railroad Company, The
Yellowstone Park Line	Northern Pacific Railway Company

## **Appendix C - Employment Relation (ER) on August 29, 1935**

### **C1. Employment Relation Forms**

The RRB determined the existence or non-existence of an employment relation on August 29, 1935, on the basis of evidence, according to RRB regulations. The responsibility for making the determination was not delegated to the employer, employee, or to any representative of either.

The following forms were used to make an employment relation determination:

- a. ERR-8 - Employment Relation Questionnaire - This form was completed by the railroad employer. This form is now obsolete.
- b. ERR-9 - Employment Relation Decision - This form was completed by the claims examiner and authorized. This form is now obsolete.

### **C2. General Definition Of Employment Relation (ER)**

A person could receive credit for prior service (railroad service before 1-1-37) only if he met one of the following work requirements on August 29, 1935, the enactment date of the 1935 Railroad Retirement Act:

- a. He was an employee representative; or
- b. He was "in service for compensation" within the U.S. with an employer conducting the principal part of its business in the U.S.; or
- c. He had an "employment relation" on August 29, 1935, with a railroad employer conducting the principal part of its business in the U.S.

### **C3. In Service for Compensation**

When a person was regularly assigned to and occupied a continuing position before the enactment date (August 29, 1935) and returned to the same position after that date with status unchanged, he was considered "in service for compensation."

However, he was not considered "in service for compensation" if he was considered by the employer as being on leave of absence, on furlough, or if he was recorded as absent because of sickness or disability under the rules and practices applicable to him and the absence exceeds 30 days.

A person was on furlough if involuntarily absent from active service by action of the employer under an established rule or practice. A furlough cannot exist unless, during the period of absence, the person was subject to call for service and ready and willing to serve. The rules or practices that governed the absence must have allowed the

employee to be restored to active service when certain, definite events or conditions occurred.

In the following examples the person was considered, in all respects as "in service for compensation" on the enactment date.

EXAMPLE 1: A trainman, an engineer or other employee who was not actually working on August 29, 1935, because that day was his lay over day.

EXAMPLE 2: A trainman or engineer not working on August 29, 1935, because he had earned all the mileage which the employer permitted him to accumulate for that calendar month.

EXAMPLE 3: An employee who was on a paid vacation on August 29, 1935.

EXAMPLE 4: An employee absent on jury duty.

EXAMPLE 5: An employee on the extra board who normally would perform work during each month but who was not working on that day.

EXAMPLE 6: A crossing watchman, telegraph operator, or other employee regularly used in relief work but was not actually working on the enactment date.

#### **C4. When an Employment Relation was Precluded**

An "employment relation" on August 29, 1935, could not be established or deemed under the following conditions:

- a. Retired or Discharged before August 29, 1935 - An employee who was retired or discharged before August 29, 1935, was deemed not to have been in an employment relation to an employer on August 29, 1935. Consider an employee to have retired or discharged under the following conditions:
  - The employer terminated the person's rights as an employee under a rule or practice in effect; or
  - The employee was discharged, or granted a continuing pension or gratuity, or had reached the mandatory retirement age; or
  - The employee's record was closed out; or
  - The employee resigned, relinquished his rights; or otherwise separated himself from employer service.
- b. All Service Outside U.S. - If a person, during the last payroll period in which he rendered service to an employer before August 29, 1935, rendered all such service outside the U.S. to an employer not conducting the principal part of his business in the U.S., he was not deemed to have an employment relation.

- c. Service for Local Lodge or Division - A person could not have an employment relation if his only service for an employer was for a local lodge or division of a railway labor organization in the capacity of employee of the local lodge or division.

### **C5. General Conditions Establishing an Employment Relation**

Unless precluded by the conditions shown in C4, a person who was not actually working for a railroad employer, or was not regarded as being "in service for compensation" on August 29, 1935, was considered to have had an "employment relation" on that date, for the purpose of crediting prior service, if:

- a. He was on a leave of absence expressly granted by his employer or his employer's authorized representative and the grant of leave was satisfactorily established with the RRB before July 1947; or
- b. He was in the service of an employer in 6 calendar months between August 29, 1935, and January 1, 1946 (the months need not be consecutive); or
- c. He was absent from employer service because of a discharge that was protested as wrongful (within 1 year after its effective date) to an appropriate labor representative and the discharge was followed by reinstatement in good faith, to his former service with all seniority rights, within 10 years after its effective date; or
- d. He did not retire and was not retired or discharged from the service of his last employer (or its corporate or operating successor) before August 29, 1935, but:
  - He had ceased employer service solely because of his physical or mental disability and remained disabled until age 65; or,
  - He was not called back to service on or after August 29, 1935, and before August 1945 by his last employer or its successor, solely because of his disability; or,
  - He was called, but solely because of his disability, he was unable to render service in six calendar months between August 29, 1935, and 1-1946.

### **C6 When Leave of Absence Provided an Employment Relation**

A leave of absence was action by the employer permitting or requiring the employee to remain away from active service and relieving the employee from the obligations or conditions attached to active service. It ceased to exist whenever the person was reached in a reduction in force, when he retired, or when the approved period of leave of absence expired. A leave of absence did not exist unless there was a position to which the employee had a right to return.

For purpose of crediting prior service, a leave of absence gave a person an employment relation, if the leave was established in the RRB's records before 7-1-47.

- a. Leave Granted Orally - Evidence establishing a leave of absence granted orally must have been convincing. The employer or his authorized representative must have granted the leave and the person granting the leave must have had the authority to do so.
- b. Leave Granted in Writing - A leave of absence granted in writing must have been in consideration of the circumstances in an individual case and not have been an automatic action under a rule or practice applicable to a whole class or group of employees. If a leave was expressly granted, it was usually for a specified period. However, if an indefinite leave was granted, evidence that it extended through August 29, 1935, must have been clear and definite.
- c. Leave not in Effect on August 29, 1935 - If a leave of absence was granted purporting to extend through August 29, 1935, but actually was nullified before that date by a furlough, retirement, or similar occurrence, the person was not considered to have been on leave on that date.

## **C7. Six Months of Service Rule**

The performance of creditable service for an employer, other than service for a local lodge or division of a railway labor organization, in at least 6 calendar months between August 29, 1935 and January 1, 1946, established an employment relation on August 29, 1935. The months of service did not need to be consecutive and may have been rendered either before or after the employee attained age 65. It was immaterial whether before, during, or after the 6 months of service the person was discharged or otherwise separated from RR service.

- a. General - If 6 months of railroad service were posted to a Form G-73, "Request for Subsequent Service and Earnings Transfer," for months between August 29, 1935, and January 1, 1946, the employment relation was established on that basis. No further development was required.
- b. Canadian Employer - A person, whose last service before August 29, 1935, was for an employer not conducting the principal part of its business in the U.S., had an employment relation if he performed some service in the U.S. during the last payroll period in which he worked before August 29, 1935. A person who DID NOT perform some service in the U.S. during the last payroll period in which he worked before August 29, 1935, did not have an employment relation, even if he performed 6 months of service in the U.S. between August 29, 1935, and January 1, 1946.

## **C8. Cases that Required Special Handling**

- a. Canadian Employer Cases - When an employment relation decision could not be reached on the basis of the information in file, a Form AA-2P was released with the following notation in item 2 of the form:

"NOTE: If this person did not perform any service in the U.S. on August 29, 1935, nor in the last payroll period in which he worked before that date, a statement to that effect will be sufficient and this form need not be completed."

If the only service on August 29, 1935, was with an employer conducting the principal part of its business outside the U.S., there must also be a statement by the employer that the employee was in compensated service in the U.S. on August 29, 1935 or, on that date, he was on a continuous run which started or ended in the U.S.

- b. B&O RR Relief Department Cases - Persons who, since ceasing service, had been continuously disabled and carried on the Baltimore and Ohio Railroad Company relief department rolls, were generally regarded, for the purpose of the employment relation definition, as not having been "retired" before August 29, 1935. Continued payment of relief benefits to a person was evidence of a belief on the part of the employer that the person was still its employee. The fact that a person's name has been removed from the seniority roster under the conditions outlines above would not constitute retirement as defined under the RR Act for the purpose of determining an employment relation. (See L-48-557.)

Exception: This did not apply if the employee had been notified that upon recovery from his disability he would not be permitted to resume service or he had otherwise been formally dismissed or he had resigned.

## **C9. Determinations that Involved Service to a Local Lodge or Division of a Railway Labor Organization**

When a person claimed simultaneous prior service with a local lodge or division of a railway labor organization, and with a railroad employer, the employment relation determination was based only on the service to the railroad employer on or after August 29, 1935.

If a completed OE-5 verified compensated service for the month of August 1935 with a labor-organization employer, in a capacity other than as an employee of a local lodge or division, an employment relation was established. Compensated service was established for a person in an elective position if the employer entered the symbol "C" or an amount of compensation for the month of August 1935 in section II of Form OE-5. Service claimed in a non-elective position was substantiated by a specific statement by the labor-organization employer indicating that the service was performed on August 29, 1935.

However, if service was rendered solely to a local lodge or division of a railway labor organization in a capacity of employee of the local lodge or division, an employment relation was precluded. A memorandum addressed to "The File" was placed in the folder. The memorandum reflected the facts on which the denial of such service was based, and included a statement that the decision was not to be construed as affecting the person's right to an annuity based on other creditable service. The memorandum was signed by both the examiner handling the case and by an authorizer.

### **C10. Determinations in Time Lost Cases**

Credit for service and compensation in "time lost" cases was allowed only if the recipient of remuneration for "time lost" had an employee status during the entire period for which he received such remuneration. The "rules" and "practices" in effect at the time of the absence governed the determination of an employee status. Usually this information was obtained from an ERR-8b or LQ-10. (Both forms are now obsolete, but valid as to the information contained thereon.)

- a. Established Rule - An established rule was an authoritative binding declaration, definitely and specifically formulated and of general application to employees within the same class.

A rule may have been expressed either in form of specific authoritative instructions in force on the employer or in a contract or working agreement made between the employer and labor organization. It derived its authoritative effect from the authority of the officer issuing the declaration or from the binding nature of the contract between the employer and the labor organization.

- b. Established Practice - An established practice was a custom not expressed in the form of a rule but followed with such frequency and uniformity that there was reasonable assurance it would be followed in the case of the person under consideration. When such a practice was widely known, it could be stated in the form of a rule.

### **C11. Effect of Disability on Employment Relation**

A person who was not retired and who was not precluded from having an employment relation was deemed to have had an employment relation, if before August 29, 1935 he ceased to render service to an employer, solely because of physical or mental disability and remained disabled until age 65 or August 1945, whichever occurred first.

- a. Employee Age 65 Before August 29, 1935 - If an employee ceased service solely because of disability and attained age 65 before August 29, 1935, he will have been in an employment relation, if his disability continued until age 65 and his employee status was not terminated before August 29, 1935. It was immaterial whether:



- He could have returned to service had he recovered from disability after age 65 or after 7-1945; or
  - He retained rights to return to service after August 29, 1935.
- b. Employee Not Recalled Due to Disability - If an employee was not precluded from an employment relations (see [section C4](#) above), and, between August 28, 1935, and August 1945, he was not recalled to service solely because his disability made him unable to perform the duties of the positions to which he would, otherwise, have been called, he was deemed to have an employment relation.
- Junior Employee Called - If a junior employee was called to service from a seniority roster maintained by rule or practice during a period in which the person was disabled, this was considered sufficient evidence that the person would have been called had he not been disabled, provided:
    - There was nothing to show that the person would not have been called; and
    - The employer stated that the person would have been called. (If an employer did not make such a statement because of inadequate records of the transaction, other available facts and circumstances were considered.)
  - Non-Agreement Employee - In these cases the determination was made from any available evidence as to whether a junior employee was called to service during a period in which the employee was disabled. An established practice (with other evidence) was given such weight as the circumstances warranted.
- c. Six Months Service Not Acquired Due To Disability - A person was deemed to have an employment relation on August 29, 1935, if on or after that date and before 8-1945, he was called to return to the service of an employer (or its successor) by whom he was employed before August 29, 1935, but solely because of his disability, he was unable to render service in 6 calendar months.

If a person was called for a job of 6 month's duration and was unable to respond solely because of disability, it was immaterial that he was not disabled either before or after the period. It was also immaterial whether a person was disabled before or after each of 2 or more periods of service totaling 6 or more months, if he remained disabled during the time that the positions were open and while he was subject to call.

The following conditions must have been present to establish that a person did not perform employer service in 6 calendar months, solely because of disability:

- a. No other circumstances existed that would have prevented the rendition of service during the period; and
- b. The position to which he was called was of at least 6 month's duration; and
- c. There was evidence that he did not cease service before the sixth month because of:
  - Retirement; or
  - Leave of absence; or
  - Personal reasons other than disability; or
  - Suspension or a furlough.

### **C12. Effect of Reinstatement on Employment Relation**

A reinstatement following a discharge in effect on August 29, 1935, could have given the employee an employment relation. It was immaterial whether the discharge was improper. It was only necessary that, within one year of the effective date, the discharge was protested as wrongful and was followed, within ten years, by the employee's reinstatement in good faith to his former service with full seniority rights.

- a. Reimbursement or Active Service - If in good faith, it did not matter whether the employee received pay for time lost or reentered active service of the employer after reinstatement. If the employee did not reenter active service, it must have been shown that the reinstatement was made in contemplation of a return to service.
- b. Physical Test as Condition of Reinstatement - If the employee was required to pass a physical test as a condition of reinstatement and did not do so, the reinstatement did not occur. However, if after the reinstatement occurred, he failed to pass a mental or physical examination as a condition of his return to active service, failure to pass the examination was not taken to be evidence of lack of good faith in the part of the employee or the employer.

### **C13. Military Service**

Creditable military service performed between August 29, 1935, and January 1, 1946, was counted toward the establishment of an employment relation as if the military service was service to a railroad employer.

## C14. How Information was Secured for an Employment Relation Determination

When a person was not precluded from having an employment relation and one could not be established by the "6 months of service" rule, the following information was secured from the employer, employee, or other sources, in that order.

- a. From Employer - A Form ERR-8, "Employment Relation Questionnaire," was usually released to the last employer in combination with an AA-2P(R). If it was obvious that the employee did not have an employment relation, the employer was asked to disregard the AA-2P(R) and complete only the ERR-8.

An ERR-8 completed after 6-15-62 by the:

- Northern Pacific Ry Co.;
- Northern Pacific Transport Co.;
- Walla Walla Valley Ry Co.; and
- Duluth Union Depot and Transfer Co.

Must have been signed by:

- Russell H. Dick,
- Richard A. Buelke,
- Beatrice Nachtrieb, or
- K. T. Woodruff.

- b. From Employee - When a decision could not be made on the basis of information on the ERR-8, the employee's statement on his AA-1, AA-15 or correspondence giving the reason why he was not working on August 29, 1935, was carefully considered to determine any further action required to develop an employment relation or lack of an employment relation.

For example, if an applicant last worked for an employer before August 29, 1935, and claims that he was not working on that date because of disability, the RRB asked him for a satisfactory medical statement or a report (including a diagnosis) to substantiate his claim.

Any medical evidence was furnished at no expense to the RRB and was requested only if it was clear that the applicant was not precluded from having an employment relation. The evidence must have shown the dates of the periods during which the employee remained disabled. If the employee claimed inability to work for anyone since becoming disabled, the RRB asked him what his means of livelihood had been.

If the employee lived in the United States or Canada, the RRB field office developed the information needed. If the employee resided in a foreign country other than Canada, BRB requested the information directly from the employee.

- c. Other Sources - The rules summary file, agreements, and precedent legal opinions were sources of information. The use of the rules summary file was generally confined to a determination whether or not a retirement occurred before August 29, 1935, within the meaning of section 204.6 of the RRB regulations.

When the employer had no record or the records were incomplete and the employee was unable to furnish satisfactory evidence to substantiate his claim to an employment relation, information was obtained from railway labor organizations. In certain cases, these organizations were able to furnish data on the removal from or reinstatement to a seniority roster of an applicant's name, rules and practices in effect with respect to a group or class of employees, in some instances medical reports or decisions based on physical or mental examinations, records of individual cases of grievance handled by the organization, etc.

### **C15. How Employment Relation was Developed When Disability was a Factor**

When disability was a factor for determining an employment relation, evidence that established when the disability began, the period or periods of duration, and the extent of the disability was required.

- a. Employer Record of Disability History - When a completed ERR-8 stated that the employee was off because of disability, and the detailed questions about such disability listed on the form were satisfactorily answered, further evidence of disability was not required.

If, however, a decision could not be made based on the information furnished, the employer was asked to submit any evidence it may have had that indicated the employee was disabled, especially evidence that the disability continued until the employee attained age 65 or until August 1, 1945, whichever occurred first.

If possible the following types of evidence were obtained:

- The conditions of the separation of the employee from the railroad service.
  - Medical reports by the employer physician.
  - Reports of any periodic reexaminations.
  - Any other record related to the person's disability.
- b. Evidence of Disability To Be Furnished by Employee - When the employer records were incomplete, were destroyed, or were otherwise not available, the

RRB field office asked the employee to submit a satisfactory medical statement or report including a diagnosis to substantiate his claim. The medical evidence was furnished at no expense to the RRB and should have shown the following:

- Nature of the disability.
- Beginning date of disability.
- Periods during which disability existed, if not continuous.

NOTE: Evidence based on an examination, medical report or finding of disability made at or near the time of the employee's separation from employer service was preferred. However, if such evidence could not be obtained, the employee furnished a medical statement or report including a then current diagnosis. Where practical, the RRB attempted to use such evidence in making their decision.

- c. Employment After Becoming Disabled - Any work performed for an employer under the RRA or for any person or company not an employer under the RRA, after the employee claimed to have become disabled was fully developed, so that any such employment was reconciled with a determination of disability.

When the employee claimed that he had not worked since he was separated from RR service because of disability, the RRB field office was requested to determine his source of livelihood during the period claimed. If there was an indication that he was employed during the time he claimed disability, the RRB field office obtained the following information:

- The name and address of his employer(s).
- The dates of his employment.
- His occupation.
- The nature of his duties.
- The frequency with which he worked (full-time, part-time, or intermittently).

## C16. Disability Determinations

For the purpose of crediting prior service, physical or mental disability existed when a person was unable to perform the duties of his regular occupation in accordance with the standards recognized in the RR industry.

- a. Static Disability - If the disability was static, the disability determination was made by the claims examiner. Conditions of static disability were:

- Heart disease which confines the employee to home or bed; or

- Active tuberculosis; or
  - Total blindness; or
  - Total loss of hearing; or
  - Loss of arm or leg; or
  - Loss of motion of 50% or more of the spine; or
  - Cancer, regardless of its location; or
  - Confinement in a mental institution; or
  - Epilepsy (one or more attacks a month); or
  - Hemiplegia or stroke resulting in paralysis; or
  - Parkinson's disease; or
  - Loss of speech; or
  - Any condition requiring the appointment of a legal guardian for the employee.
- b. Other cases of disability - Other cases of disability, or cases in which there may be doubt that the disability was static, were referred to the disability rating section, after all available information and evidence pertaining to an employee's disability and employment (if any) after becoming disabled was received. After that division made its determination, the case was returned to the adjudication unit for the employment relation determination.
- c. Use of Form G-325 - A Form G-325, "Disability Decision Sheet," was used to request a determination of disability from the disability rating section. The form was completed in accordance with [RCM Part 11](#). However, answers to the following questions were also requested:
- Did the disability in this case continue until age 65 or until August 1, 1945, whichever was earlier?
  - Did the disability in this case prevent the applicant from being recalled for service on or after the enactment date and before August 1, 1945?
  - Did the disability in this case prevent the applicant from working an aggregate period of six months from August 29, 1935, to January 1946?
  - Where the person was employed after the last RR service, was the outside employment reconciled with the disability?

## C17. Employment Relation Established

When the information and evidence submitted was sufficient to establish an employment relation, an authorized Form ERR-9 was placed in a general file stating the basis for the decision.

- a. GF or Inactive "A" Case - The employee was notified of the decision. If there was an indication that the employee intended to retire in the near future, development was initiated to verify sufficient prior service to provide the maximum allowable benefit. If there was no indication of immediate retirement, no further action was taken.
- b. Active "A" Case - The employee was notified of the decision if he requested notification and any other necessary adjudicative action was taken.

## C18. Employment Relation not Established

Where full development was completed and an employment relation was not established based on the information and/or evidence submitted, Form ERR-9 was placed in the claim file, stating the basis for the decision.

- a. Notice To Employee or Applicant - Each employee or applicant was notified of the denial of the claim for prior service when an employment relation could not be established. If the employee had not filed an annuity claim, only an informal disallowance was made. A formal denial on appeals (AB-25) stationery was made only if the employee had filed an application for an annuity. This formal denial was made at the same time as the award or denial of the employee's application for annuity.

A copy of the prior service denial was sent to the RRB field office servicing the area in which the applicant lived.

- b. Notice To Employer - A copy of the employment relation denial or disallowance letter was sent to the last railroad employer. If the employee worked for a different RR employer before August 29, 1935, a copy was sent to that employer. These copies were subject to the disclosure limitations and were addressed to employers in the same manner as other denials (see [RCM 8.1](#)).
- c. Other Action - Specific Cases
  - Active "A" Cases - Less Than 120 Months - When less than 120 months of subsequent service was established, the claim was transferred to SSA (see [RCM 7.2](#)).
  - Active "A" Cases - 120 or More Months - When the applicant was eligible based only on the employee's subsequent service, he was notified of the denial of prior service. Any annuity payable was processed.



## C19. Redetermination of Employment Relation

Due to the 1946 amendments to the RRA, a redetermination of an employee's employment relation may have been required.

- a. Decisions Made Before 7-31-46 - The establishment of an employment relation before 7-31-46 remained effective if the person was awarded an annuity before that date. If no annuity was awarded, the decision was no longer effective, and a redetermination of the employment relation was made.
- b. Validity of Old Forms
  1. ERR-8 and ERR-8a - The information reported on an old ERR-8 or ERR-8a was acceptable and, when applicable, was used wholly or partially as the basis of determination of existence or non-existence of an employment relation. However, when additional information was required for a determination, the employer completed a new ERR-8.
  2. ERR-9 - When full development was completed, the employment relation redetermination was made on a new authorized ERR-9.

The employee had previously been notified that his prior service was creditable. If, upon redetermination, the service was later determined not creditable, a full explanation for the reversal of the previous decision was sent to the employee.

## Appendix E - How Compensation before 1937 was Verified

### E1. General

Before 7-1-74 employers were required to furnish information from their payrolls as to the actual amount of compensation earned in each month needed to determine the prior service average. Effective July 1, 1974 or later, verification of compensation for service before 1937 was no longer required. If the prior service compensation record was not already available at the RRB, the ICC occupational average was used to determine the average compensation before 1937. The ICC average was the combined average of employee earnings reported to the ICC for the years 1924-1931 for employees in the occupations in which an individual was employed during the 1924-1931 period, or in a similar occupation.

### E2. How Employer Reported Occupational Title

If an applicant claimed service before 1937, the Form AA-2p released to the employer indicated the number of months the employer needed to verify to establish 360 months and requested the occupational title for those months. The occupational titles were requested for only those months that were used to determine the average monthly



compensation. (See [Appendix F](#) of this chapter for instructions on determining prior service average.)

- a. Employee Claimed At Least 18 Months during Base Period (1924-1931) - The employer was requested to report occupational titles for all months in this period which were then included in the "years of service."

NOTE: Beginning with 1-1962, service in the 1924-1931 period was not needed for 360 months when the employee had service in each month after 12-1931. However, it was necessary to request the occupational titles for the latest 18 months in the base period, even though these months were not used as service. The occupational titles reported for service in the base period were necessary to determine the prior service average.

- b. Employee Claimed to Have Worked Less Than 18 Months during Base Period (1924-1931) - The employer was asked to verify all service before 1937 that were included in the "years of service" and was asked to report the occupational titles for those months in the period 1924-1936.
- c. Employee Claimed No Service during Period 1924-1936, But Claimed Service Before 1924 - The employer was asked to verify all of the service that was included in the years of service and to report the exact title of the employee's last occupation in the last month for which service was verified.
- d. Occupational Titles Required From More Than One Employer - When service with two or more employers was claimed or indicated during a period needed to determine the prior service average, the occupational titles were obtained from each employer for all months involved.

### **E3. Verification of Express Commissions**

A claim for express commissions was not solicited unless there was a definite indication of joint service with a carrier and an express company during a period used in determining the prior service average.

If an employee claimed joint service with a carrier and express company during the period used to determine the prior service average and the records were available at the RRB, the case was handled as follows:

- a. Creditability of Express Commissions Earned in Joint Employment (Cases Where Actual Compensation was Available to the RRB Before July 1, 1974) - The full amount of the verified express commissions, minus expenses, for any month in the period was used to determine the prior service average. When the employee performed joint service for a carrier and an express company during that month, the \$300 monthly maximum was applied after crediting the NET express commissions.

- b. Claimant Statements - If the "location" of the service was not shown on other material in file, that information was secured from the claimant before releasing an AA-2P. This was essential because the express company records were kept by "location."

When express commissions were already available at the RRB for months in the period used to determine the prior service average, the claimant must have furnished the RRB with a certification of expenses incurred during his express service.

#### **E4. Compensation for Part of Month of Creditable Service for International Employer**

When the fractional part of a month is to be credited as a full month of service and falls within a period used for determining the employee's average monthly compensation for prior service, the total compensation reported as earned in the U.S. is to be included as creditable compensation.

### **Appendix F - Determining Prior Service Average**

#### **F1. Definition of Terms Used**

The following list of terms were frequently used in determining the prior service average:

- a. ICC Average - The combined average of employee earnings reported to the IICC for the years 1924-31, by Class I employers for employees in the occupations in which an individual was employed during the 1924-31 period, or in a similar occupation (see [Appendix H](#)).
- b. Months Proved - The months of service verified by any of the methods described in Appendix A.
- c. Months for Which Compensation Records Available - The months of verified service for which an employer previously submitted a complete record of compensation. Any month in which compensation records were wholly or partly missing could not be considered a month for which compensation records were available.
- d. Years of Service - The period including an employee's service after 1936 and his service before 1937 taken in reverse order up to a maximum of 360 months.

#### **F2. How the ICC Average was Determined**

The "Alphabetical List and Index to Occupational Classification and Reporting Divisions," indicated the ICC "reporting division number" that was required to determine the ICC average. The average for that occupation in Appendix D of this chapter is opposite the corresponding "reporting division number."

When more than one occupation was involved, the following rules determined ICC average:

- A. More Than One Occupation Reported in Same Month - It was assumed that the employee worked the entire month in the occupation having the highest ICC average.
- B. Service in More Than One Occupation to Be Considered - The ICC average for each occupation was multiplied by the number of months reported for that occupation and then divided by the total number of service months in the period used to determine the monthly average.

### **F3. How AMR/AMC was Determined**

Except for a redcap or other station attendant, Board Order 59-19 determined the computation of the AMR or AMC for service before 1937, in accordance with F4 - F6 below, whichever is applicable.

The provisions of Board Order 59-19 applied in all cases in which the annuity was awarded on or after 1-28-59. Since it was not possible to compute the AMR under the provisions of this Board Order on the day of approval, some awards as late as 2-9-59 were NOT based on an average computed under B.O. 59-19. When an annuity was awarded on or after 1-28-59 and the AMR was not determined in accordance with B.O. 59-19, the case was not reopened solely to recompute the monthly average under the new rules.

If the AMR was properly determined under rules applicable at that time (whether before, on, or after 1-28-59), the case may have been reopened if compensation records become available for one or more months for which the records were considered not available when the previous determination was made AND the redetermination will increase the AMR. This applied even when an annuity was terminated for any reason (i.e., return to LPE or recovery from disability) and the employee became re-entitled to an annuity at a later date.

### **F4 Actual Compensation Prior to 1937 Considered In Determining Prior Service Avg**

- a. At Least 18 Months of Service Proved in the Period 1924-31 Were Included in "Years of Service"
  - 1. If compensation records WERE available for at least one-half but not less than 18 of the months proved, the creditable compensation earned during those months was divided by the number of months in the period 1924-31 included in the "years of service" for which compensation records were available.

2. If compensation records WERE NOT available for one-half or for 18 of the months (whichever is higher) of service proved in the 1924-31 period, the monthly compensation was the higher of:
  - The monthly average of the compensation earned in the months in the 1924-31 period which are included in the "years of service" and for which compensation records are available; or
  - The ICC average.
- b. At Least 18 Months of Service Proved in the Period 1924-31 - Less Than 18 Months Included in "Years of Service"
  1. If compensation records WERE available for all of the last 18 months of service verified in the 1924-31 period, the monthly average was the monthly average of the compensation earned in those months.
  2. If compensation records WERE NOT available for all of the last 18 months in the period 1924-31, the monthly compensation was the higher of:
    - The monthly average of the compensation earned in the last 18 months of proved service in the 1924-31 period for which compensation records were available; or
    - The ICC average.
- c. Service Began Before 1932 - Less Than 18 Months Service Proven in 1924-31 Period.-The AMC was the higher of:
  1. The monthly average of the compensation earned in the months in the 1924-36 period which were included in the "years of service" and for which compensation records were available; or
  2. The ICC average.
- d. No Service Proved in 1924-1936 Period but Service Prior to 1924 is Proved Which is Included in "Years of Service" - The monthly compensation is the ICC average for the last occupation for which service prior to 1924 is proved.
- e. Service Began After 1931 - The monthly compensation is the higher of:
  1. The monthly average of the compensation earned in the months in the period 1932-36 which were included in the "years of service" and for which compensation records are available; or
  2. The ICC average.

## F5. Actual Compensation for all Prior Service Months was not Reported

- a. Years of Service Included At Least 18 Months of Service Proved in the Period 1924-31 - The prior service average was the ICC average for the months in the 1924-31 period which were included in the "years of service".
- b. At Least 18 Months of Service Proved in the Period 1924-31 - Less Than 18 Months Included in "Years of Service" - The prior service average was the ICC average of the last 18 months of proven service in the 1924-31 period.
- c. Service Began Before 1932 - Less Than 18 Months Service Proven in 1924-31 Period - The prior service average was the ICC average for the months in the 1924-36 period which are included in the "years of service."
- d. No Service Proved in 1924-1936 Period But Service Prior to 1924 Was Proved and Included in "Years of Service" - The monthly compensation was the ICC average for the last occupation for which service prior to 1924 was proved.
- e. Service Began After 1931 - The monthly compensation was the ICC average for proven months in the period 1932-36 which were included in the "Years of Service."

## F6. Both ICC Average and Actual Compensation was Included

There were some cases where both the actual compensation and the ICC average were included in the prior service average. This occurred when we had actual prior service compensation in file and additional prior service was later claimed. Verification of the compensation for the additional prior service months was not requested. Instead, the applicable ICC average was applied to all additional prior service months verified and the prior service average was computed in accordance with F4 above. The ICC average used for the additional prior service months was considered as actual compensation.

## Appendix G - Agreements Covering House Rent, Meals, and Miscellaneous Facilities

Employer		
<b>Alabama Great Southern Railroad Company, The</b>		
Position	Period Covered	Allowance
(Sou. Ry.)	4/1/26 to 1/15/28	\$ 5.00 per mo.
Section Foremen	1/16/28 thru 10/13/37	\$ 7.50 per mo.

(Sou.)		
<b>Atchison, Topeka and Santa Fe Railway Company, The</b>		
Section Foremen	8/1/29 to date	\$ 5.00 per mo.
Yard Foremen	Employer letter	
(M of W)	4/3/46	
<b>Atlanta and West Point Railroad Company</b>		
Section Foremen	7/30/23 to 9/1/37	\$15.00 per mo.
Yard Foremen		
Apprentices		
Asst. Foremen		
B&B Foremen, with		
Families		
<b>Atlanta, Birmingham and Coast Railroad Company</b>		
Section Foremen	10/16/41 thru 9/19/44	\$15.00 per mo.
<b>Atlantic Coast Line Railroad Company</b>		
Section Foremen	1/21/23 thru 12/18/41	\$12.00 per mo.
<b>Augusta and Summerville Railroad Company</b>		
Section Foremen	5/16/22 to 9/1/37	\$15.00 per mo.
Yard Foremen		
Apprentices		
Asst. Foremen		
B&B Foremen, with		
Families		
<b>Baltimore and Ohio Railroad Company, The</b>		

Agent	10/8/28 thru 2/4/41	\$15.00 per mo.
Greenville, Ohio		
<b>Belt Railway Company of Chattanooga</b>		
Section Foremen	9/21/29 thru 10/13/37	\$ 7.50 per mo.
(Sou.)		
<b>Canadian National Railways</b>		
Agent, Fraser (rent, light, fuel & water)		\$200 per annum
<b>Central of Georgia Railway Company</b>		
Section Foremen	10/1/22 thru 10/8/40	\$15.00 per mo.
Yard Foremen		
Apprentices		
Asst. Foremen,		
B&B Foremen with		
Families		
Extra Gang Foremen	3/1/28 thru 10/8/40	\$15.00 per mo.
without camp cars		
<b>Charleston and Western Carolina Railway Co.</b>		
Section Foremen	12/5/23 to 5/31/38	\$10.00 per mo.
Yard Foremen	6/1/38 thru 8/8/38	\$12.00 per mo.
<b>Chesapeake and Ohio Railway Employees' Hospital Association</b>		
All Employees	No allowance creditable	
Meals or Lodging		
<b>Chesapeake and Ohio Railway Company, The</b>		
Section Foremen	9/1/23 thru 3/31/36	\$6.00 per mo.

(basic rental)		
More or less than \$6.00 for particular houses		
<b>Chicago and North Western Railway Company</b>		
Agents	No allowance creditable	
Section Foremen	(Except in particular instances)	
<b>Chicago, Burlington and Quincy Railroad Company</b>		
All Employees	No allowance creditable	
<b>Chicago, Milwaukee, St. Paul and Pacific Railroad Company</b>		
All Employees	No allowance creditable	
<b>Cincinnati, Burnside and Cumberland River Railway Company</b>		
Section Foremen	9/16/29 to -	\$ 7.50 per mo.
	(Sou.)	
<b>Cincinnati, Georgetown Railroad Company, The</b>		
All Employees	No allowance creditable	
	(Unless adjudicated in special cases)	
<b>Cincinnati, New Orleans and Texas Pacific Railway Company, The</b>		
Section Foremen	9/16/29 thru 10/13/37	\$ 7.50 per mo.
	(Sou.)	
<b>Columbus and Greenville Railway Company</b>		
Section Foremen	4/1/30 to -	\$10.00 per mo.
<b>Copper Range Railroad Company</b>		
All Employees	No allowance creditable	
<b>Dardanelle and Russellville Railroad Company</b>		
All Employees	No allowance creditable	



<b>Denver and Rio Grande Western Railroad Company, The</b>		
Agents	No allowance creditable	
Section Foremen		
<b>Duluth, Missabe and Iron Range Railway Company</b>		
All Employees	No allowance creditable	
<b>Felicity and Bethel Railroad</b>		
All Employees	No allowance creditable	
	(Unless adjudicated in special cases)	
<b>Florida East Coast Railway Company</b>		
Section Foremen	7/1/22 thru 8/24/38	\$15.00 per mo.
Yard Foremen		
Track Foremen	4/12/32 thru 8/24/38	(Same as above)
Bridge Tenders		
Pumpers		
<b>Fred Harvey and Fred Harvey Service, Inc.</b>		
All Employees	No allowance creditable	
(Meals)		
<b>Georgia Railroad, Lessee Organization</b>		
Section Foremen	5/16/22 thru 5/15/37	\$15.00 per mo.
Yard Foremen		
Apprentices		
Asst. Foremen		
B&B Foremen, with		
Families		

<b>Georgia Southern and Florida Railway Company</b>		
Section Foremen	9/16/29 thru 10/13/37	\$ 7.50 per mo.
<b>Great Northern Railway Company</b>		
Dining Car	No allowance creditable	
Employees (Meals)		
Section Foremen	No allowance creditable	
<b>Gulf and Ship Island Railroad Company</b>		
See Illinois Central Railroad Company		
<b>Gulf, Colorado and Santa Fe Railway Company</b>		
See Atchison, Topeka and Santa Fe Railroad Company		
<b>Gulf, Mobile and Northern Railroad Company</b>		
Section Foremen	7/1/21 thru 1/1/37	\$ 8.00 per mo.
Yard Foremen		
(1)	Effective 6/16/26 this allowance raised to \$10.00 per mo. for section foremen on Sections 0 and 1 at Mobile and section in Meridian Yards.	
(2)	Effective 7/1/27 this allowance raised to\$10.00 per mo. for section foremen on Section 12, South Laurel.	
<b>Gulf, Mobile and Northern Railroad Company - Louisiana Division</b>		
<b>(formerly N.O.G.N. RR.)</b>		
Section Foremen	7/1/21 thru 1/11/37	\$ 5.00 per mo.
Yard Foremen		
Apprentices		
Asst. Foremen		
B&B Foremen		

(Effective 5/1/27 this allowance increased to \$10.00 per mo. for section foremen and yard foremen on this division)

**Gulf, Mobile and Ohio Railroad Company**

Section Foremen	12/16/21 to 12/31/26	\$ 5.00 per mo.
	1/1/27 to 12/31/31	\$10.00 per mo.

**Harriman and Northeastern Railroad Company**

Section Foremen	9/16/29 thru 10/13/37	\$ 7.50 per mo. (Sou.)
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**High Point, Randleman, Asheboro and Southern Railroad Company**

Section Foremen	4/1/26 to 1/15/28	\$ 5.00 per mo.
	1/16/28 thru 10/13/37	\$ 7.50 per mo.

**Illinois Central Railroad Company**

Section Foremen	1/1/24 thru 11/5/40	\$ 5.00 per mo.
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(House rent allowances, when applicable, are included in the amounts of compensation reported on service report forms. Therefore, unless affirmative evidence of record in a particular case indicates that the house rent allowance has been omitted, amounts reported on the service report form shall not be questioned.)

(Standard)  
Exceptional houses allowance between \$5 and \$15 per mo.

Agents	No allowance creditable
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Telegraphers

**Jacksonville Terminal Company**

Section Foremen	3/1/20 thru 9/2/42	\$12.00 per mo.
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*Roadmaster	3/1/20 thru 9/2/42	\$25.00 per mo.
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\*(oral agreement)

**Kansas City Kaw Valley and Western Railroad Company, The**

**Kansas City Southern Railway Company, The**

Foremen and	1-1-22 to 12/31/26	\$10 to \$15 per mo.
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Asst. Foremen in the M of W Dept.	1/1/27 thru 7/15/38	\$10.00 per mo.
<b>Lorain and West Virginia Company, The</b>		
All Employees	No allowance creditable	
<b>Macon, Dublin and Savannah Railroad Company</b>		
Section Foremen	3/1/23 thru 1/1/37	\$ 8.00 per mo.
<b>Midland Continental Railroad</b>		
Section Foremen		
<b>Missouri and Arkansas Railway Company</b>		
Section Foremen		
<b>Missouri Pacific Railroad Company</b>		
All Employees	No allowance creditable	
<b>Nashville, Chattanooga &amp; St. Louis Railway, The</b>		
All Employees	No allowance creditable	
<b>Nevada Copper Belt Railroad Company</b>		
Agent	3/1/36 to 10/5/38	\$ 7.50 per mo.
Telegrapher, Hudson, Nev.		
<b>New Orleans and Northeastern Railroad Company</b>		
Section Foremen	9/16/29 thru 10/13/37	\$ 7.50 per mo. (Sou.)
<b>New Orleans Terminal Company</b>		
Section Foremen	9/16/29 thru 10/13/37	\$ 7.50 per mo.
<b>Northern Alabama Railway Company</b>		
Section Foremen	4/1/26 to 1/15/28	\$ 5.00 per mo.

1/26/28 thru 10/13/37		\$ 7.00 per mo.
<b>Northern Pacific Railway Company</b>		
All Employees	No allowance creditable	
<b>Pacific Electric Railway Company</b>		
Vacation Camp	No allowance creditable	
Employees		
(Meals and Lodging)		
<b>Panhandle and Santa Fe Railway Company</b>		
Section Foremen	8/1/29 thru 2/9/39	\$ 5.00 per mo.
Yard Foremen	(AT&SF)	
<b>Pere Marquette Railway Company</b>		
<b>St. Johns River Terminal Company</b>		
Section Foremen	9/16/29 thru 10/13/37	\$ 7.50 per mo. (Sou.)
<b>St. Louis-San Francisco Railway Company</b>		
Section Foremen		
<b>Seaboard Air Line Railway Company</b>		
Section Foremen	7/1/21 to 4/30/24	\$ 8.00 per mo.
Agents-Telegraphers	5/1/24 thru 1/4/38	\$12.00 per mo.
(CH&N Ry. Co.)		
<b>Southern Pacific Company</b>		
All Employees	No allowance creditable	
(House Rental)		
<b>Southern Railway Company</b>		
Section Foremen	4/1/26 to 1/15/28	\$ 5.00 per mo.

	1/16/28 thru 10/13/37	\$ 7.50 per mo.
Extra Gang Foremen		.40 per day
on camp cars (Board)	commutation for subsistence 5/22/17 thru 2/16/39	
<b>Spokane, Portland and Seattle Railway Company</b>		
All Employees	No allowance creditable	
<b>Texas and New Orleans Railroad Company</b>		
Agents-Telegraphers	No allowance creditable	
Section Foremen	No allowance creditable except actual cash payments constituting part of compensation applicable to a position	
<b>Texas and Pacific Railway Company, The</b>		
Section Foremen	No allowance creditable	
<b>Union Pacific Railroad Company</b>		
All Employees	No allowance creditable	
<b>Virginia and Truckee Railway</b>		
All Employees	No allowance creditable	
<b>Western Pacific Railroad Company, The</b>		
All Employees	No allowance creditable	
<b>Western Railway of Alabama, The</b>		
Same as for Atlanta and West Point Railroad Company		
<b>Wheeling and Lake Erie Railway Company, The</b>		
All Employees	No allowance creditable	
<b>Winston-Salem Southbound Railway Company</b>		
Section Foremen	1/21/23 thru 12/18/41	\$ 8.00 per mo.
<b>Woodstock and Blocton Railway Company</b>		
Section Foremen	9/16/29 thru 10/13/37	\$ 7.50 per mo.

**Yazoo and Mississippi Valley Railroad Company, The**

Same as for Illinois Central Railroad Company

**Appendix H - Interstate Commerce Commission Averages**

Combined Average Monthly Compensation by Occupation

Computed From Annual Report to ICC on Employees

Service and Compensation for Period 1924-1931

(All Class I Railroads Combined)

<b>Div. No.</b>	<b>Occupation</b>	<b>Average Monthly Comp.</b>
Executives, Officials and Staff Assistants		
1.	Executives and assistants	\$300.00
2.	Division officers and assistants	300.00
Professionals, Clerical and General		
3.	Engineering assistants (A)	248.51
4.	Engineering assistants (B)	189.85
5.	Sub-professional assistants	138.43
6.	Legal assistants	232.35
7.	Chief clerks (major departments)	239.83
8.	Chief clerks (minor departments)	184.26
9.	Clerks and clerical specialists (A)	164.97
10.	Clerks (B)	128.63
11.	Clerks (C)	101.19
12.	Office machine operators	112.11

13.	Stenos and secretaries. (A)	157.94
14.	Stenos and typists (B)	120.99
15.	Storekeepers, sales agents and buyers	168.45
16.	Ticket agents and assistant ticket agents	165.02
17.	Traveling auditors or accountants	215.66
18.	Telephone operators and office assistants	79.04
19.	Messengers and office boys	57.64
20.	Elevator operators and office assistants	79.98
21.	Lieutenants and sergeants of police	153.19
22.	Patrolmen	113.31
23.	Watchmen (no police authority)	83.07
24.	Supervising traffic agents	300.00
25.	Traffic, development and advertising agents	220.68
26.	Fire prevention, smoke and time service inspectors and office building superintendent	198.87
27.	Claim agents and investigators	222.58
28.	Real estate and tax agents and investigators	236.97
29.	Examiners, instructors and special investigators	228.07
30.	Miscellaneous trades workers (not plumbers)	145.46
31.	Motor vehicle operators	106.47
32.	Teamsters and stablemen	117.74
33.	Janitors and cleaners	75.32

Maintenance of Way and Structures		
34.	Roadmakers and general foremen (MW&S)	238.80



35.	Asst. general foremen (MW&S)	213.44
36.	Supervisors M of W and scale inspectors	187.50
37.	M of W inspectors	177.22
38.	Bridge and bldg. gang foremen (skilled labor)	166.60
39.	Bridge and bldg. carpenters	122.94
40.	Bridge and bldg. ironworkers	149.93
41.	Bridge and bldg. painters	119.64
42.	Masons, bricklayers, plasterers and plumbers	149.52
43.	Skilled trades helpers (MW&S)	98.22
44.	Regular apprentices (MW&S)	87.87
45.	Portable steam equip. operators (MW&S)	140.96
46.	Portable steam equip. helpers (MW&S)	97.00
47.	Pumping equipment operators (MW&S)	68.92
48.	Gang foremen (extra gang and work train)	129.29
49.	Gang foremen (bridge, bldg., signal and telegraphers)	163.36
50.	Gang or section foremen	123.27
51.	Laborers (extra gang and work train)	73.89
52.	Track and roadway section laborers	72.17
53.	M of W laborers (except track and roadway)	76.26
54.	General foremen (signal and teleg.)	244.75
55.	Asst. general foremen (signal and telegraphers)	216.29
56.	Gang foremen (signal and telegraphes, skilled labor)	191.11
57.	Signalmen and signal maintainers	157.80
58.	Linemen and groundmen	148.65

59.	Asst. signalmen and signal maintainers	127.24
60.	Signalmen helpers	105.77
Maintenance of Equipment and Stores		
61.	General foremen (ME)	276.00
62.	Assistant general foremen (ME)	235.96
63.	General foremen (stores)	175.02
64.	Assistant general foremen (stores)	166.24
65.	Equip. shop and elec. inspectors (ME)	213.72
66.	Material and supplies inspectors	179.30
67.	Gang foremen (skilled labor)	189.81
68.	Blacksmiths	150.35
69.	Boilermakers	158.93
70.	Carmen (A)	150.08
71.	Carmen (B)	145.26
72.	Carmen (C)	144.30
73.	Carmen (D)	132.64
74.	Electrical workers (A)	157.79
75.	Electrical workers (B)	146.15
76.	Electrical workers (C)	133.26
77.	Machinists	156.48
78.	Molders	143.03
79.	Sheet-metal workers	155.79
80.	Skilled trade workers (ME&S)	110.46
81.	Helper apprentices (ME&S)	108.85

82.	Regular apprentices (ME&S)	77.37
83.	Gang foremen laborers (ME&S)	122.58
84.	Coach cleaners	82.55
85.	Laborers (ME&S)	82.21
86.	Common laborers (ME&S)	79.87
87.	Stationary engineers (steam)	138.21
88.	Stationary firemen and oilers (steam and electric)	111.98
89.	Coal passers and water tenders (steam and boiler rooms)	99.26

Transportation (Other Than Train, Engine and Yard)		
90.	Train dispatchers and directors	247.62
91.	Station agents (supervisory major stations)	238.06
92.	Station agents (supervisory small stations)	163.20
93.	Station agents (non-supervisory small stations)	98.50
94.	Station agents (telegraphers and telephoners)	130.04
95.	Chief telegraphers and telephoners	176.92
96.	Clerk-telegraphers and telephoners	128.50
97.	Telegraphers, telephoners and towermen	133.90
98.	Stationmasters and assts.	180.33
99.	Supervising baggage agents	166.61
100.	Baggage agents and assistants.	118.53
101.	Baggage, parcel room and station attendants	93.11
102.	General foremen (freight stations, warehouses., grain elevators and docks)	172.39

103.	Asst. general foremen (freight, stations, warehouses., grain elevators and docks)	152.62
104.	Gang foremen (freight stations, wearhouses., grain elevators and docks)	133.77
105.	Callers, loaders, scalers and sealers	105.10
106.	Truckers (stations, warehouses. and platform)	92.29
107.	Laborers (coal and ore docks and grain elevators)	104.46
108.	Common laborers (stations, warehouses, platform and grain elevators)	82.71
109.	Stewards, rest and lodging house managers	127.97
110.	Chefs and first cooks (dining cars and restaurants)	112.37
111.	Second and third cooks (dining cars and restaurants)	77.89
112.	Waiters and lodging house attendants	52.95
113.	Camp and crew cooks and kitchen helpers	63.94
114.	Barge and launch officers and lighter workers	111.87
115.	Deck officers (ferryboats and tow vessels)	185.00
116.	Engine-room officers (ferryboats and tow vessels)	182.50
117.	Deck and engine-room workers (ferryboats and tow vessels)	116.59
118.	Deck and engine-room officers and workers (steamers)	69.00
119.	Shore workers (floating equipment)	101.33
120.	Transport. and dining service inspectors	202.10
121.	Parlor and sleeping car conductors	142.47
122.	Train attendants	87.40
123.	Bridge operators and helpers	92.61
124.	Cross and bridge flagmen and gatemen	65.07

125.	Laundry workers and foremen	83.36
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Transportation (Train, Engine and Yard)		
126.	Yardmasters and assistants	223.40
127.	Switch tenders	127.14
128.	Outside hostlers	154.95
129.	Inside hostlers	140.59
130.	Outside hostler helpers	123.16
131.	Road passenger conductors	254.27
132.	Asst. road passenger conductors	212.48
133.	Road frt. conductors (thru frt.)	216.29
134.	Road frt. conductors (local)	256.28
135.	Road passenger baggagemen	193.04
136.	Road passenger brakemen and flagmen	171.75
137.	Road frt. brakemen and flagmen (thru frt.)	156.69
138.	Road frt. brakemen and flagmen (local)	197.47
139.	Yard conductors and foremen	203.88
140.	Yard brakemen and helpers	172.92
141.	Road passenger engineers and motormen	273.99
142.	Road frt. engineers (thru freight)	246.65
143.	Road frt. engineers (local)	300.00
144.	Yard engineers and motormen	210.65
145.	Road passenger firemen and helpers	206.40
146.	Road frt. firemen and helpers (thru freight)	172.35

147.	Road frt. firemen and helpers (local)	221.23
148.	Yard firemen and helpers	158.92

