

Union Pacific Railroad Co.

(LINES EAST OF GREEN RIVER)



SCHEDULE OF PAY FOR ENGINEERS.

IN EFFECT FEBRUARY 1ST, 1907.

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ARTICLE 1.—RATES OF PAY.

Class	TYPE	Size of Cylinders	Weight on Drivers	RATE PER 100 MILES (Except Switching Service)		
				*Frt.	Pass.	Work & Helper
1	Atlantic	20x26	110,000	\$4.50	\$4.10	\$4.10
101	Pacific.....	22x28	140,000	4.65	4.25	4.25
201	Consl. Simple ..	22x30	187,000	5.00	4.60	4.60
600	8-W. Simple.....	18x26	62,000	4.35	4.00	3.75
700	" "	18x26	62,000	4.35	4.00	3.95
800	" "	18x26	70,000	4.35	4.00	3.75
888	" "	19x24	81,025	4.50	4.10	4.10
900	10-W. "	18x24	79,200	4.35	4.00	3.95
1000	" "	18x24	79,200	4.35	4.00	3.95
1100	Switch	18x26	87,700	4.15	4.15
		17x24	88,000			
		18x26	98,000			
		19x26	130,000			
1200	Switch	20x26	154,000	4.15	4.15
		19x26	142,840			
		20x24	98,800			
1300	Consl. Simple ..	20x24	137,600	4.70	4.30	4.30
1400	10-W. Simple ..	19x24	103,400	4.50	4.10	4.10
1500	Consl. Simple ..	21x30	165,000	5.10	4.60	4.60
1508	" Comp....	17-28x30	181,200	5.00	4.60	4.60
1600	" Simple ..	21x28	141,600	4.90	4.50	4.50
1620	" Comp....	15½-26x30	157,130	5.00	4.60	4.60
1703	10-W. Simple ..	20x28	134,000	4.65	4.25	4.25
1800	" "	20x24	103,400	4.50	4.10	4.10
1820	" Comp....	15½-26x28	142,440	4.65	4.25	4.25
1901	Consl. Comp....	15½-26x30	171,878	5.00	4.60	4.60

*Includes "Mixed."

SWITCHING SERVICE.

ALL DIVISIONS.—Ten hours actual work will constitute a day in the following "standard yards," for which one hundred (100) miles will be allowed: Engineer, \$3.75:

Council Bluffs	Cheyenne	Green River
Omaha	Laramie	Kansas City
Columbus	Hanna	Leavenworth
Grand Island	Rawlins	Junction City
North Platte	Denver	Rock Springs
Overtime at one-tenth rate.		

Engineers will prepare and handle their own engines to the working point, outside of regular working hours, without extra compensation.

If held on duty or delayed 30 minutes after regular quitting time, through no fault of their own, Section 2 of Article 4 will apply.

In "other yards" ten hours actual work will constitute a day; engineer, \$3.50.

Crews called and used only a fraction of a day will be given a full day's pay.

Hours to be arranged by Superintendent or Yardmaster. One hour for meals will be allowed as nearly as practicable at the middle of the shift. If held on duty to exceed five hours and thirty minutes from the regular commencing time, thirty minutes will be allowed for the meal and a full hour's compensation allowed in addition.

LOCAL FREIGHTS.

Nebraska Division: Trains 57 and 58, between Omaha and Columbus.

Nebraska Division: Trains 63 and 64, between Grand Island and North Platte.

Kansas Division: Trains 159 and 158, between Kansas City and Junction City.

Three engineers assigned.

Kansas Division: Trains 159 and 158, between Junction City and Salina.

One engineer assigned.

Engineer.....\$120.00 per month.

Overtime after 10 hours.

NOTE—On trains 57 and 58, the work at Ames, and the Beet Sugar Works, north of Ames, included.

ARTICLE 2.—ENGINES TO RUN "FIRST IN FIRST OUT."

Engines and engineers will be run "first in first out" in same class of service. Engineers of engines run around will be allowed fifty miles and if not called on duty within ten hours, one hundred miles will be allowed.

Engineers will not be considered "run around" when they go out on trains called for.

ARTICLE 3.—TIME AND MILEAGE BEGINS AND ENDS.

Section 1. Time and mileage will commence from the hour designated to start on run, except when delay is caused by neglect or omission on part of engineers, and will continue to time of arrival at end of run as shown by Train Register. When time is not allowed, engineers will be promptly notified, giving reason therefor.

Section 2. When delayed one hour or more before starting, engineers will be allowed ten (10) miles for each full hour so delayed, and time on road computed from the time called to leave less the delayed time allowed. For example: A train called to leave at 7:00 A. M. and does not get out until 8:30 A. M., one hour will be allowed for delayed time, and time on road computed from 8:00 A. M.

In case of "turn-arounds" and "doubles" terminal time will not be allowed at turning point.

Section 3. Engineers required to do switching, load stock, etc., at main line district terminals before starting, or when held on duty after arrival as shown by register in roundhouse, will be allowed overtime in addition to time on road.

ARTICLE 4.—OVERTIME.

Section 1. When the time of a train averages less than ten miles per hour, overtime will be paid for on that basis. The allowance for overtime will be one-tenth of the rate.

Section 2. In computing overtime, less than thirty minutes will not be counted; thirty minutes or over will be called an hour.

ARTICLE 5.—SHORT RUNS NOT PROVIDED FOR IN SCHEDULE.

Runs of fifty miles or less, on duty five hours or less, engineers will be allowed fifty miles and stand first out; if used again inside of five hours from time first called and total mileage exceeds one hundred miles, actual mileage will be allowed. If not called again inside of ten hours from time first called, one hundred miles will be allowed and stand last out.

Runs of over fifty miles and less than one hundred miles, one hundred miles will be allowed; overtime after ten hours.

ARTICLE 6.—WORK TRAINS, PILE DRIVER, AND SNOW PLOW SERVICE.

Section 1. Engineers on regular work trains will be allowed full time (including Sunday); ten hours or less will constitute a day's work; overtime after ten hours. Runs before or after regular working hours will be computed on the mileage basis. Working hours ordinarily, unless otherwise determined by Superintendent, will be from 7 A. M. to 12 noon, and from 1 P. M. to 6 P. M.

Section 2. In temporary work or wrecking service, engineers will be allowed actual mileage going to and coming from the working points, as well as pay for the actual work performed at the wreck or working point. When such mileage is less than fifty miles, and hours less than five, fifty miles will be allowed and stand first out. When more than fifty and less than one hundred miles, one hundred miles will be allowed, and stand last out.

Section 3. For handling engine on pile-driver, engineer will be allowed \$30.00 per month in addition to road pay; fractions of a month in proportion.

Section 4. In snow plow service, engineer will receive regular rate of engine handled. Overtime at one-tenth rate.

ARTICLE 7.—ASSIGNED HELPERS.

Section 1. Engineers regularly assigned to helping service will be allowed one hundred miles for ten hours or less; overtime after ten hours at one-tenth rate. When more than one hundred miles

are made, actual mileage will be allowed. In no case will less than 2,600 miles be allowed for a full month.

Section 2. Road engineers will not be required to do helping service, except in emergency, in which case engineers will be allowed fifty miles on run of fifty miles or less, and stand first out. For more than fifty miles and less than one hundred miles, one hundred miles will be allowed and stand last out.

ARTICLE 8.—CALLING.

Section 1. Engineers will be called about one hour, as nearly as practicable, before required. The caller will be provided with a book showing time and for what trains wanted, in which engineers will sign their names and time called.

Section 2. When not used, engineers will be allowed fifty miles for five hours or less and stand first out; for more than five hours they will be allowed one hundred miles and stand last out. The calling hour will not be considered as on duty.

ARTICLE 9.—DEADHEADING.

Time for deadheading will be allowed at the rate of one hundred miles for each twenty-four hours or less, except when other service is performed on same day, in which case, time will be allowed at rate of ten miles per hour, but in no case will less than fifty or more than one hundred miles be allowed for deadheading on same day. When other service performed on same day is less than fifty miles, one hundred miles will be allowed to cover both deadheading and service movement.

ARTICLE 10.—HOSTLERS.

Engines will be handled by hostlers at such points as may be designated by the Superintendent of Motive Power and Machinery.

ARTICLE 11.—TIE UP—WATCHING ENGINES.

When engines are laid up where there is no roundhouse or engine watchmen, firemen will be held responsible for watching engines. Engines will not be "tied-up" between ends of runs to avoid paying overtime.

ARTICLE 12.—REST.

Engineers will not be required to go out when they need rest and will decide for themselves.

ARTICLE 13.—RIGHTS TO ENGINES AND RUNS.

Section 1. The rights to engines and runs will be governed by seniority, other things being equal.

Section 2. Ordinarily, engineers will be confined to districts where rights are located. Rights on different districts will be established by Master Mechanic and engineers concerned. When temporarily transferred, they may have the privilege of returning to their respective districts before other engineers are employed or promoted on such districts. If permanent transfer is desired they must so decide within three months, and in that case will rank as new men.

Section 3. When necessary to reduce forces, engineers who have served less than one year continuously in that capacity may resume the positions from which they were promoted. After one year's continuous service, they may take the places of the youngest regular firemen.

As far as practicable, the employment of engineers and the promotions to that position will be on an equal basis.

Section 4. No more engineers will be retained in service than necessary to move the traffic with promptness.

ARTICLE 14.—SUSPENSION AND DISCHARGE.

Section 1. When engineers are suspended for an alleged fault, no punishment will be fixed without a thorough investigation, at which the accused may have an engineer of his choice present. Ordinarily such investigation will be held within five days from date of suspension. If found innocent, he will be reinstated, and paid for time lost.

Section 2. When an engineer leaves the service he will be promptly furnished with service letter.

ARTICLE 15.—PERSONAL RECORD.

Engineers will not be required to furnish a personal record, except for the use of the company.

ARTICLE 16.—ATTENDING COURT.

Engineers, for attending court or other business on behalf of the company, will be allowed full time and necessary expenses.

ARTICLE 17.—OVERHAULING ENGINES.

An engine in the shops seven days or more will be considered in for general repairs; in such case, engineers will be furnished with another engine in same class of service.

ARTICLE 18.—"BREAKING IN" ENGINES.

Engineers will be allowed fifty miles for five hours or less; no other work on same day, one hundred miles allowed. For over five hours and ten hours or less, one hundred miles allowed.

ARTICLE 19.—SUPPLIES.

All supplies will be placed on engines on arrival at terminal points.

ARTICLE 20.—DOUBLING.

Engineers will be allowed five miles for each double, unless the mileage is more than five miles, in which case actual miles will be allowed. If overtime is made it will be deducted from mileage allowed for doubling.

ARTICLE 21.—SIDE TRIPS, SPURS, ETC.

On runs of more than 100 miles, actual mileage will be allowed for side trips on branches, or spurs, of two miles or more in length.

(Enterprise Spur, Kansas Division, will be computed at four miles for round trip.)

ARTICLE 22.—PILOTS—TRANSFER OF ENGINES.

Section 1. When run light over district, engines will be accompanied by pilot, who will be a Conductor, or Brakeman who has passed examination for Conductor.

Section 2. When held to exceed 24 hours at intermediate district terminals, or after delivery of engine at destination, engineers will be allowed 100 miles for each 24 hours. This does not apply to home districts.

SCHEDULE OF RUNS.

Number	ENGINE RUNS		TRIPS	MILEAGE	
	Between	And		Time Card	Allowed

NEBRASKA DIVISION.

1	Council Bluffs	Grand Island..	Single	156.4	156
2	Omaha	"	"	153.6	154
3	"	Columbus.	"	91.3
4	Columbus.	Grand Island..	Double	124.6	125
5	Grand Island..	North Platte..	Single	137.3	137
6	"	"	"	137.3
7	"	Kearney.....	Double	84.4	100
8	Council Bluffs	Beatrice	Single	134.4	134
9	Omaha	"	"	131.6	132
10	Valley.	"	"	96.8	100
11	"	Lincoln.	Double	114.2	114
12	Stromsburg	Valparaiso	"	105.8	106
13	"	Lincoln.	"	145.4	145
14	Columbus.	Norfolk.	"	100.8	101
15	"	Spalding.	"	129.6	130
16	Genoa.	Albion.	2 "	90.0	104
17	Grand Island..	Ord.	"	126.4	127
18	Loup City.	St. Paul.	2 "	156.0	156
19	"	Via Pleasanton..	"	200.2	200
20	Kearney.....	Callaway.....	"	131.0	131

WYOMING DIVISION.

21	North Platte	Sidney.....	Single	123.3	123
22	"	Julesburg	Double	162.	162
23	"	Sterling.	Single	138.6	139
24	Sidney.....	Cheyenne	"	102.1	102
25	Cheyenne	Laramie	"	56.9	100
26	"	"	Double	113.8	150
27	Laramie	Rawlins.	Single	117.	117
28	"	Medicine Bow	Double	113.6	114
29	"	Hanna.	"	154.	154
30	Rawlins	Green River.	Single	134.1	134
31	"	Rock Springs.	"	119.1	119
32	"	Bitter Creek...	Double	147.8	148

KANSAS DIVISION.

33	Union Depot	Junction City	Single	138.8	139
34	Kansas City	"	"	138.4	139
35	"	"	"	138.4	139
36	Lawrence	Leavenworth	Double	68.6	100
37	Lincoln	Manhattan	Single	133.4	133
38	Beatrice	"	"	93.7	100
39	Junction City	Ellis	"	163.9	164
40	"	Salina	Double	93.6	100
41	"	Belleville (Via Concordia)	Single	94.8	100
42	Solomon	Beloit	Double	114.8	115
43	Salina	Ellis	Single	117.1	117
44	"	McPherson	2 Double	142.	142
45	"	Plainville	Single	103.6	104

COLORADO DIVISION.

46	Julesburg	Denver (U. Dep.)	Single	197.3	197
47	"	" (28th St.)	"	196.3	197
48	"	" (40th St.)	"	195.2	195
49	Sterling	" (U. Dep.)	"	139.7	140
50	"	" (28th St.)	"	138.7	140
51	"	" (40th St.)	"	137.6	138
52	Cheyenne	" (U. Dep.)	"	106.8	107
53	"	" (28th St.)	"	105.8	107
54	"	" (40th St.)	"	104.7	105
55	"	La Salle	Double	120.8	121
56	Ault	Denver (U. Dep.)	"	126.	126
57	Cheyenne Wells	" (U. Dep.)	Single	177.3	177
58	"	" (28th St.)	"	176.3	177
59	"	" (40th St.)	"	175.2	175
60	Ellis	Cheyenne Wells	"	159.7	160
61	"	Oakley	Double	148.	148
62	Cheyenne Wells	"	"	171.4	171
63	Plainville	"	Single	121.6	122
64	Boulder	Denver (U. Dep.)	Double	93.4	100

Run 3—Columbus Local. Three Engineers assigned; \$120.00 per month each.

Run 6—North Platte Local. Three Engineers assigned; \$120.00 per month each.

Run 10—No. 71 allowed one hour at Valley, and No. 72 allowed one hour at Beatrice, for making up their train, when no yard engine.

Run 11—No. 73 allowed one hour for making up train at Valley, when no yard engine.

Run 12—No. 75 allowed one hour at Valparaiso, and No. 76 allowed one hour at Stromsburg, for switching and making up train.

Run 14—Allowed one hour on the regular freight run for switching at Norfolk.

Run 16—The allowance of four miles on page 9 is for turning on Wye. One hour additional will be allowed for doing the switching at Genoa.

Run 17—One mile allowed for turning on Wye.

Run 20—Includes making up train at Kearney and Callaway

Run 22—In freight service, if held on duty at Julesburg to exceed three hours, one hundred miles allowed each way instead of actual mileage.

Run 28—Ten miles allowed for making up train at Medicine Bow.

Run 29—Ten miles allowed for making up train at Hanna.

Run 31—On "Turn-arounds" one hour allowed for making up train at Rock Springs.

Run 32—Ten miles allowed for making up train at Bitter Creek.

Run 34—One mile allowed for handling engine between Armstrong and Kansas City.

Run 35—Junction City Local. Three Engineers assigned; \$120.00 per month each.

Run 36—Includes all switching at Lawrence

Run 37—Passenger, Lincoln to Manhattan and return to Beatrice, 226 miles—Beatrice to Lincoln, 40 miles.

Run 38—No. 173 allowed one hour for making up train at Manhattan. No. 174 allowed two hours for city switching and making up train at Beatrice, when no yard engine there.

Run 40—Salina Local. One Engineer assigned. \$120.00 per month. Includes making up train and doing all necessary switching at Salina.

Run 41—No. 175 allowed one hour for doing all switching and other work at Belleville.

Run 42—Includes all switching at Beloit.

Run 44—Includes all switching at McPherson.

Run 45—No. 184 allowed one hour for switching and making up train at Plainville.

Runs 47, 50, 53, 58—One mile allowed for handling engine to and from round house, 40th street. (Included in allowance on page 10.)

Run 55—Ten miles allowed for making up train at La Salle.

Runs 61, 62—Ten miles allowed for making up train at Oakley.

Run 63—Nos. 185 and 186 allowed one hour for switching and making up train at Plainville and Oakley.

W. L. PARK,
Gen'l Superintendent.

W. R. McKEEN, JR.
Supt. M. P. & M.

Approved:
A. L. MOHLER,
Vice-President & Gen'l Manager.

