

RULES AND WAGE SCHEDULE  
GOVERNING THE EMPLOYMENT  
OF  
TELEGRAPHERS,  
TELEPHONERS, LEVERMEN  
AND THE EXCLUSIVE AGENTS  
SPECIFIED  
ON THE  
BALTIMORE & OHIO R. R.

Wage scale effective September 1st, 1917.  
Article 11 effective December 26th, 1917.  
Other rules effective December 11th, 1917.

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**RULES AND WAGE SCHEDULE GOVERNING THE  
EMPLOYMENT OF TELEGRAPHERS, TELE-  
PHONERS, LEVERMEN AND THE EXCLUSIVE  
AGENTS SPECIFIED ON THE BALTIMORE AND  
OHIO RAILROAD.**

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**ARTICLE 1.**

(a) The following rules and rates of pay shall apply to all telegraphers, telephoners, levermen, and the exclusive agents specified in the subjoined wage scale, hereinafter referred to as "Employees." (The word "telephoners" is understood to mean all telephoners and agent-telephoners whose duties include the handling of train orders or the blocking or reporting of trains by telephone, and all telephoners used in place of telegraphers and having regular tricks as telephoners.)

(b) When new positions are created, duties of existing positions materially changed, or duties of existing positions changed from one class to another, as defined by the key preceding the schedule of pay, compensation will be fixed in conformity with the same class and character of positions as are specified in the wage scale for the portion of the division on which located, and the rules will apply to employes filling such positions, new rates of pay to be effective from date first taken up by Local Chairman.

(c) When the handling of express or other business for which a commission is allowed is taken away from any employe covered by this agreement,

## ARTICLE 4.

(a) Each Local Chairman shall be furnished semi-annually, a seniority list embodying the employes employed on his Superintendent's division.

(b) The Company will, between the first and tenth of each month, bulletin all vacancies and new positions occurring during the previous month, stating salary for each position. Application in duplicate (in the hand writing of the applicant) must be filed within ten days, and one copy will be mailed to the applicant before advertisements close.

(c) Permanent appointments shall be made within twenty days from the date of bulletins, and appointees shall be placed within thirty-five days from the date of bulletins advertising such vacancies or new positions, and a list of appointments published in the bulletins of the following month. Provided, that employes who obtain bulletined positions and are compelled by incompetency, or impelled by other reasons to relinquish such positions, shall be placed and remain on the extra list until such vacancies to which their seniority entitles them occur, or are created; except that they shall not be eligible to return to their immediately preceding positions until they have been advertised a second time.

Employes not placed within thirty-five days, through no fault of their own, shall be paid one dollar per day in addition to the regular salary of the position at which working.

## ARTICLE 5.

Employes will not be allowed to trade positions except in emergencies and with the permission of the proper officer of the Company, and not to exceed a period of thirty days; except that one employe in the same office shall be permitted to move up during a temporary vacancy exceeding one week's duration, according to seniority.

## ARTICLE 6.

(a) Employes accepting positions of Supervisors of Transportation, Trainmasters, Assistant Trainmasters, Division Operators, Train Dispatchers or Relief Agents shall not forfeit their seniority, but may assert it only by going on the extra list in the branch of service from which transferred and then filing applications for vacancies or new positions. Seniority shall not be accumulated while holding above positions after one year.

Employes accepting other than the above mentioned positions, not covered by this schedule, shall forfeit their seniority after having filled such positions more than one year.

(b) When a reduction of force is made, and for no other cause, employes thereby relieved shall have the right to positions in the same branch of service covered by this schedule on their respective divisions, for which they are competent and to which their seniority entitles them, but they shall assert their seniority in writing within ten days, except that Exclusive Agents, Assistant Agents,

Exclusive Ticket Agents and Coal Billing Agents specified in this agreement will not be subject to displacement nor have the right to displace another employe on account of reduction of force, except among themselves.

(c) When offices are moved from one location to another, if the distance exceeds two miles and not beyond the location of another office, the individual employes at the original location shall have the right to elect within three days from the date of the change whether they will follow the office. If they decide not to follow the office, paragraph "b" applies.

(d) When conditions indicate the necessity for temporary work of thirty days or more for Copy or Side Wire operators, such positions shall be bulletined and answered by wire within five days and successful applicants may return to their immediately preceding positions within six months; Article 4, paragraphs "b" and "c" not to apply. After six months, their immediately preceding positions will be advertised, and they may assert their seniority only by bidding in vacancies, including their immediately preceding positions.

#### ARTICLE 7.

(a) Employes transferred from one Superintendent's division to another by their own request shall rank from date of transfer on seniority list of the division to which transferred.

(b) When the Company transfers an extra employe temporarily from one division to another, such employe shall retain his seniority on the division from which transferred and rank on the division to which transferred from the date of transfer, Local Chairman of each division affected to be notified immediately of dates of transfer. If he remains on new division three months, he shall surrender seniority on division from which transferred.

(c) When an office is transferred from one Superintendent's division to another, such employes shall carry their seniority to the division to which transferred.

#### ARTICLE 8.

Employes who have been in the service of the Company for two years or more, may be given leave of absence for six months, if relief men are available, and at the end of that time, or before, if desired, upon making application to their proper officer, may resume their employment without losing their seniority; provided that employes on such leave (except sickness) shall forfeit all rights to positions becoming vacant during their absence, and no more than one such leave (other than short vacations) shall be given in any consecutive period of two years.

#### ARTICLE 9.

(a) All telegraphers, telephoners and levermen who are not relieved from Sunday duty and who have been in the service of the Company one year

and less than two years, shall have seven days' annual leave with pay, or in lieu thereof, seven days' additional pay.

(b) All telegraphers, telephoners and levermen who are not relieved from Sunday duty and who have been in the service of the Company two years or more, shall have fifteen days' annual leave with pay, or in lieu thereof, fifteen days' additional pay.

(c) Exclusive agents whose hours of duty are ten or more per day and who have been in the employ of the Company one year and less than two years, shall have seven days' annual leave with pay, or in lieu thereof, seven days' additional pay.

(d) Exclusive agents whose hours of duty are ten or more per day and who have in the employ of the Company two or more years, shall have fifteen days' annual leave with pay, or in lieu thereof, fifteen days' additional pay.

(e) The foregoing paragraphs of this article do not apply to extra employes, but when an extra employe becomes a regular employe, the accumulated days worked extra shall be credited to his service record, and when added to his time worked after becoming regular, shall form the basis for vacation allowance as per this Article at the salary of the position which he holds.

#### ARTICLE 10.

(a) Overtime is time worked in excess of the regular hours, and shall be paid for at the rate of

**forty cents per hour for every consecutive hour** worked until relieved, regardless of locations, relay offices excepted. When the regular rate is higher than the overtime rate, overtime shall be paid for pro rata. In computing overtime, thirty minutes and less than sixty minutes shall be considered an hour. Less than thirty minutes shall not be counted, except at the general relay offices, where the actual overtime shall be allowed, and fractions of an hour shall be credited. Overtime shall not be allowed unless it is reported by mail to the proper officer within forty-eight hours. Employes shall be notified within five days when overtime is not allowed.

(b) Employes summoned to service before or after being excused by proper authority, or leaving office for the day, shall be paid sixty cents for the first hour or fraction thereof, and the regular overtime rate thereafter.

#### ARTICLE 11.

When employes are required to work on Sunday they will be so advised on the the preceding Saturday. Employes required to report for duty on Sunday shall be paid for such service at the regular pro rata rate based upon calendar month, such pay to be in addition to their regular monthly wages.

The hours of work required on Sunday shall be within regular daily established hours of the employe affected. If any employe's trick is split



more than twice on Sunday, employe shall receive pay for the entire day. The above is to apply to both road and relay positions covered by the schedule.

#### ARTICLE 12.

(a) Employes holding regular positions when working temporarily in other offices not located within the same building shall receive \$1.00 per day in addition to the regular salary for the office at which working, but not less than the regular rate of the relieving employe; provided this rule shall not apply to employes entering the general relay and dispatching offices, or for the purpose of relieving employes who are given leave of absence to attend committee meetings or other work pertaining to the Order of Railroad Telegraphers. Employes working in the general relay or dispatching offices who work temporarily in other offices not located within the same building shall receive \$1.00 per day in addition to the regular salary for the office at which working, but not less than the regular rate of the relieving employe, regardless of the above provision.

(b) Regular employes who perform duties of relief agents shall receive the same rate of pay and expenses allowed relief agents. (Where a telegrapher or telephoner relieves an agent at the same station, he will receive relief agent's pay, with no expenses.)

(c) Extra employes shall receive the same salary as the men they relieve.

(d) Extra employes, when competent, will not be displaced by extra employes, except when necessary to protect the requirements of the service, or for the purpose of equalizing extra time between such employes.

(e) Telegraphers or telephoners relieving employes at unscheduled or non-telegraph positions will be paid not less than the minimum rate for telegraphers on the division, but the hours of service per day shall be the established hours for the position where fixed, otherwise ten consecutive hours including meal hour, after which the overtime rule shall apply.

#### ARTICLE 13.

(a) Employes transferred from one station to another shall receive pay for the time consumed in transferring, free transportation for themselves, dependent members of their families and household goods. Rate of pay to be based upon position in which transferred.

(b) Employes summoned by the Company as witnesses in the courts, or when summoned to attend Company investigations in which they are not directly involved, will receive their daily rate of pay while in attendance, necessary traveling expenses while away from home, and transportation. Court fees and mileage to be assigned to the Railroad Company.

(c) Employes required to report for re-examination (medical or other) and thereby losing time, will be paid therefor at their regular daily rate.

## ARTICLE 14.

The Company will relieve employes from scrubbing floors, cleaning windows and outbuildings, but they will be expected to keep their offices in a neat and orderly condition.

## ARTICLE 15.

Where other employes are not available, employes who are required to attend switch lights, crossing or inter-track gates, will receive \$5.00 each per month; for operating pumps, \$10.00 each per month additional compensation.

## ARTICLE 16.

(a) In three or more trick offices (other than general relay offices) eight consecutive hours shall constitute a day's work.

(b) In two trick offices eight consecutive hours shall constitute a day's work.

BALTIMORE AND OHIO (except Southwest District).

(c) In one trick offices, nine hours, exclusive of meal hour, shall constitute a day's work. Except as relieved for meals the hours shall be consecutive. The meal hour shall commence between 11.00 A. M. and 12.30 P. M. or between 11.00 P. M. and 12.30 A. M.

BALTIMORE AND OHIO (Southwest District).

(d) In one trick offices, nine hours, exclusive of meal hour, shall constitute a day's work. Except as relieved for meals the hours shall be consecu-

tive. The meal hour will be allowed between 11.00 A. M. and 1.00 P. M. or between 11.00 P. M. and 1.00 A. M.

BALTIMORE AND OHIO (except Southwest District).

(e) For exclusive agents eleven consecutive hours, commencing between 6.00 A. M. and 8.00 A. M., including meal hour, shall constitute a day's work. Meal hour shall commence between 11.00 A. M. and 1.00 P. M.

BALTIMORE AND OHIO (Southwest District).

(f) For exclusive agents ten and one-half consecutive hours, commencing between 6.00 A. M. and 8.00 A. M., including meal hour, shall constitute a day's work. Meal hour will be allowed between 11.00 A. M. and 1.00 P. M.

(g) In these offices the first trick shall begin between 6.00 and 8.00 A. M. or 6.00 and 8.00 P. M.

(h) Employes not released for meals within the time limits named, will be allowed one hour overtime on that account and thirty minutes for meals at the first opportunity.

(i) The hours of duty of levermen will be maintained as in effect March 1, 1914, with the exception that where they are working more than ten hours, the hours will be reduced to ten, exclusive of meal hour.

(The word trick is understood to mean a period of time constituting a day's work. Tricks are created by any changes in the hours between which employes work during the twenty-four hour

period. For example, at one office two operators go on duty at 8 A. M., another at 10 A. M., and another at 11.00 A. M., and night shifts begin work at 8.00 P. M. and 10.00 P. M. This would be a five trick office.)

#### ARTICLE 17.

When the hours of an office are changed from a two or three to a one-trick basis the employes thereby affected may claim the remaining trick according to their seniority. If remaining trick is not claimed by them it will be advertised, and the employes affected may assert their seniority according to Article 6, paragraph "b."

When the hours are changed from a one to a two or three-trick basis, all tricks will be advertised, unless the employe filling the one trick has held it for at least one year, and desires to retain either of the three tricks.

#### ARTICLE 18.

Employes in the general relay offices at Baltimore, Grafton, Pittsburgh, Newark and Cincinnati shall be governed by the following conditions:

(a) Eight hours, exclusive of thirty minutes for lunch, shall constitute a day's work.

(b) They will be allowed ten days' vacation annually with pay.

(c) On week days no split will be made in any trick, except in case of emergency, not exceeding three days in any month for any one man, and when done, a reduction of one hour will be made for the day's work.

(d) Overtime will be paid for at the rate of 50 cents per hour.

(e) When employes are relieved for seven days or more, the other ranking employes will be entitled to fill the positions during such absence if they so desire, but will not be permitted to work more than one trick per day, except the day the change is made, nor will overtime be allowed for the double.

(f) In the general relay offices vacancies will be filled by advancing the regular and extra men according to their office seniority (incidental extra work will not establish official seniority) and the last trick or any extra forces required will be advertised for as follows:

Baltimore..... On the Philadelphia, Baltimore and Cumberland Divisions.

Grafton..... On the Monongah, Wheeling and Ohio River Divisions.

Pittsburgh..... On the Connellsville, Pittsburgh, New Castle and Cleveland Divisions.

Newark..... On the Newark and Chicago Divisions.

Cincinnati..... On the Ohio, Indiana, Illinois and Toledo Divisions.

(g) When the force at any of these offices is reduced, the telegraphers therein will be set back in

accordance with their office seniority in the reverse of the order promoted. Telegraphers who have obtained extra positions in relay offices during the regular vacation period, upon termination of the vacation period will return to their immediately preceding positions.

(h) All telegraphers or telephoners in relay offices shall receive the same rate of pay for that office.

(i) Division employes securing positions in relay offices shall retain their seniority on their respective divisions.

#### ARTICLE 19.

At stations or offices where more than ten cells of local or main line batteries are in use, employes will not be required to clean any of them.

#### ARTICLE 20.

Telegraphers and telephoners at temporary ends of single track during periods of construction, at wrecks, wash-outs and similar places, will receive \$3.00 per day; eight hours or less to constitute a day. When called from regular duties to perform such service, they will be allowed for it only.

#### ARTICLE 21.

At places where there are two or more offices located in the same town, and employes are compelled to work a partial time in more than one of those offices, they shall receive salary at rate of the highest office.

#### ARTICLE 22.

It is not the disposition of the Railroad Company to displace operators by having trainmen or other employes operate the telephone for the purpose of blocking trains, handling train orders or messages, except in bona fide cases of emergency. This does not apply to train crews using the telephone at the ends of passing sidings or spur tracks in communicating with the operator.

#### ARTICLE 23.

Employes shall be furnished by the Company with copies of this schedule and all amendments or supplements thereto.

#### ARTICLE 24.

These rules shall not, except by mutual consent, impair any privilege now in effect and not herein enumerated.

#### ARTICLE 25.

The parties hereto agree to give thirty days' notice in writing to each other of a desire to deviate from or terminate this agreement.

All new rules and changes in old rules to be effective December 11th, 1917, with the exception of Article 11, which is effective December 26th, 1917. Wage scale effective September 1st, 1917.

For The Baltimore and Ohio Railroad Company:

(Signed) CHARLES SELDEN,  
Superintendent of Telegraph

For the Employes:

(Signed) J. YEAGER,  
General Chairman.

## KEY.

- A—Exclusive Agent.  
 AA—Assistant Agent.  
 AO—Agent and Operator.  
 B—Block Operator.  
 C—Clerk and Operator.  
 M—Weighmaster.  
 O—Operator.  
 Q—Telephoner.  
 R—Leverman.  
 S—Operator handling Switches.  
 T—Ticket Agent and Operator, or  
 Operator selling Tickets.  
 TA—Exclusive Ticket Agent.  
 W—Side Wire Operator.  
 Y—Copy Operator.

## RELAY OFFICES.

Location.	Call.	Position.	Salary.
Baltimore, Md....	GO....	Wire Chief....	\$122.00
Baltimore, Md....	GO....	Wire Chief....	122.00
Baltimore, Md....	GO....	Wire Chief....	122.00
Baltimore, Md....	GO....	Traffic Chief....	112.00
Baltimore, Md....	GO....	Traffic Chief....	112.00
Baltimore, Md....	GO....	O (23).....	105.00
Grafton, W. Va....	GR....	Wire Chief....	114.00
Grafton, W. Va....	GR....	Wire Chief....	114.00
Grafton, W. Va....	GR....	O (7).....	100.00
Pittsburgh, Pa....	DS....	Wire Chief....	119.00
Pittsburgh, Pa....	DS....	Wire Chief....	119.00
Pittsburgh, Pa....	DS....	Wire Chief....	119.00
Pittsburgh, Pa....	DS....	O (7).....	107.00
Newark, O.....	WF....	Wire Chief....	117.00
Newark, O.....	WF....	Wire Chief....	112.00
Newark, O.....	WF....	O (5).....	102.00
Cincinnati, O....	SG....	Manager.....	129.00
Cincinnati, O....	SG....	Nt. Wire Chief.	111.00
Cincinnati, O....	SG....	O (7).....	103.00

## PHILADELPHIA DIVISION.

Location.	Call.	Position.	Salary.
Philadelphia	K	C	\$117.00
Chestnut St.	F	W	94.00
Chestnut St.	F	W C	94.00
Chestnut St.	F	W C	94.00
Chestnut St.	F	W C	94.00
Chestnut St.	RA	B S	88.00
Chestnut St.	RA	B S	88.00
Chestnut St.	RA	B S	88.00
Locust St.	X	S	98.00
Locust St.	X	S	98.00
Locust St.	X	S	98.00
Wharton St.	WO	S	101.00
Wharton St.	WO	S	101.00
Wharton St.	WO	S	101.00
Wharton St.		R	70.00
Wharton St.		R	70.00
East Side	G	C	85.00
East Side	G	C	85.00
East Side (Schuylkill Draw)		R	85.00
East Side (Schuylkill Draw)		R	85.00
East Side (Schuylkill Draw)		R	85.00
25th Street		B Q	69.00
25th Street		B Q	69.00
25th Street		B Q	69.00
Swanson Street		B Q	69.00
Swanson Street		B Q	69.00
Swanson Street		B Q	69.00
58th Street		Q S	73.00
58th Street		Q S	73.00
58th Street		Q S	73.00
58th Street		AA	96.00
Darby		A	73.00
Collingdale		A	71.00
Holmes	HO	A O	82.00
Holmes	HO	C	82.00

## PHILADELPHIA DIVISION—Continued.

Location.	Call.	Position.	Salary.
Holmes	HO	C	\$ 82.00
Eddystone	WA	A O	86.00
Chester		A	92.00
Chester	CR	T	85.00
Boothwyn		A	71.00
Silverside	SD	S	82.00
Silverside	SD	S	82.00
Silverside	SD	S	82.00
Wilmington	WD	T	100.00
Wilmington	WD	T	81.00
Richardson	JC	C	90.00
Landenberg Jet.	WJ	B S	89.00
Landenberg Jet.	WJ	B S	89.00
Landenberg Jet.	WJ	B S	89.00
Yorklyn		A	89.00
Yorklyn	KN	B C	75.00
Hockessin		A	66.00
Landenberg	CD	A O B	92.00
Kiamensi		A	66.00
Newark		A	85.00
Newark	N	S	82.00
Newark	N	S	82.00
Newark	N	S	82.00
Elk Mills		A	70.00
Singerly		A	65.00
Singerly	SY	S	82.00
Singerly	SY	S	82.00
Singerly	SY	S	82.00
Childs		A	92.00
Childs	CH	C	75.00
Leslie	NO	A O	79.00
Foys Hill	HX	S	82.00
Foys Hill	HX	S	82.00
Foys Hill	HX	S	82.00
Aikin		A	60.00
Aikin	SA	S	84.00
Aikin	SA	S	84.00
Aikin	SA	S	84.00

## PHILADELPHIA DIVISION—Concluded.

Location.	Call.	Position.	Salary.
Havre-de-Grace.....	SB.....	A O.....	\$ 85.00
Aberdeen.....		A.....	87.00
Aberdeen.....		S.....	82.00
Aberdeen.....	A.....	S.....	82.00
Aberdeen.....	A.....	S.....	82.00
Belcamp.....	BE.....	A O.....	79.00
Sewell.....		A.....	56.00
Van Bibber.....		A.....	77.00
Clayton Tower.....	CN.....	S.....	82.00
Clayton Tower.....	CN.....	S.....	82.00
Clayton Tower.....	CN.....	S.....	82.00
Joppa.....		A.....	60.00
Bradshaw.....		A.....	77.00
Cowenton.....		A.....	77.00
Poplar Tower.....	BS.....	S.....	82.00
Poplar Tower.....	BS.....	S.....	82.00
Poplar Tower.....	BS.....	S.....	82.00

## BALTIMORE DIVISION.

Location.	Call.	Position.	Salary.
Bay View.....	BA.....	B S.....	\$100.00
Bay View.....	BA.....	B S.....	100.00
Bay View.....	BA.....	B S.....	100.00
Waverly.....	SF.....	B S.....	97.00
Waverly.....	SF.....	B S.....	97.00
Waverly.....	SF.....	B S.....	97.00
Huntingdon Avenue.....	HU.....	B S.....	98.00
Huntingdon Avenue.....	HU.....	B S.....	98.00
Huntingdon Avenue.....	HU.....	B S.....	98.00
North Avenue.....	NA.....	B S.....	98.00
North Avenue.....	NA.....	B S.....	98.00
North Avenue.....	NA.....	B S.....	98.00
North Avenue.....	NA.....	B S.....	98.00
Mt. Royal.....	RM.....	B S.....	98.00
Mt. Royal.....	RM.....	B S.....	98.00
Mt. Royal.....	RM.....	B S.....	98.00
Camden Cut.....	CA.....	B S.....	98.00
Camden Cut.....	CA.....	B S.....	98.00
Camden Cut.....	CA.....	B S.....	98.00
Lee Street.....	DX.....	B.....	98.00
Lee Street.....	DX.....	B.....	98.00
Lee Street.....	DX.....	B.....	98.00
Lee Street.....		R.....	77.00
Lee Street.....		R.....	77.00
Lee Street.....		R.....	77.00
Baileys.....	BY.....	B.....	95.00
Baileys.....	BY.....	B.....	95.00
Baileys.....	BY.....	B.....	95.00
Baileys.....		R.....	76.00
Baileys.....		R.....	76.00
Baileys.....		R.....	76.00
Riverside.....	RV.....	B S.....	98.00
Riverside.....	RV.....	B S.....	98.00
Riverside.....	RV.....	B S.....	98.00
Russell Street.....	RN.....	B S.....	98.00
Russell Street.....	RN.....	B S.....	98.00
Russell Street.....	RN.....	B S.....	98.00
Westport.....	WP.....	B S.....	93.00
Westport.....	WP.....	B S.....	93.00