



As recently as 1963 the railroads were forced — by union agreements — to carry 32,500 unneeded firemen on their payrolls. This is despite the fact that board after impartial board has declared the fireman's position on diesel locomotives to be outmoded.

Following the threat of a nation-wide rail strike in 1963, a special Arbitration Board — authorized by Congress and appointed by President Kennedy — looked into the role of firemen in modern railroading and concluded that the need for them on freight and yard diesels had disappeared.

**The Arbitration Award permitted eventual elimination of all but 10 percent of the regular fireman assignments on diesel locomotives in freight and yard service.**

The railroads proceeded over the next few years to reduce the number of firemen by 18,000. Great care was taken to minimize any adverse effects upon the employes themselves. Many fireman jobs simply were not filled when they became vacant due to death or retirement. Comparable jobs were provided for a number of firemen. And others were given separation allowances which totaled more than \$30 million.

But the Arbitration Award expired, so far as firemen were concerned, March 31, 1966, although some of the rules it established for reducing fireman positions through attrition continue in effect. Now the union is demanding that the fireman positions be restored and that further reductions be halted.

The efforts by the firemen's union to force the railroads to reinstate 18,000 "fireman jobs" has nothing whatever to do with rehiring former employes. These jobs would be filled by brand new employes without previous railroad experience, simply adding to union membership — and to union dues. And the railroads would be prevented from eliminating the unnecessary fireman jobs that remain.

The union is attempting to use safety as a wedge in its campaign to return to full-fledged featherbedding. But, if anyone is in a position to comment authoritatively on the safety of diesel operations without firemen, it's the engineer, who is in charge of the locomotive at all times.

Here is what the first assistant grand chief engineer of the Brotherhood of Locomotive Engineers, C. J. Coughlin, reported to U.S. Senator Warren C. Magnuson after an extensive study of the situation:

*"No single case available for evaluation produced concrete evidence that any accident was the result of the elimination of a fireman, or that any accident could or would have been avoided had a fireman been a member of the crew or crews involved."*

And the former chairman of the Interstate Commerce Commission, Charles A. Webb, advised Senator Magnuson:

*"Since implementation of Public Law 88-108 by the railroads (providing for elimination of fireman positions), the Commission has investigated no accident nor issued any report covering its investigation of any accident in which it was found that the absence of a fireman was a contributing or the proximate cause."*

That's telling it like it is.

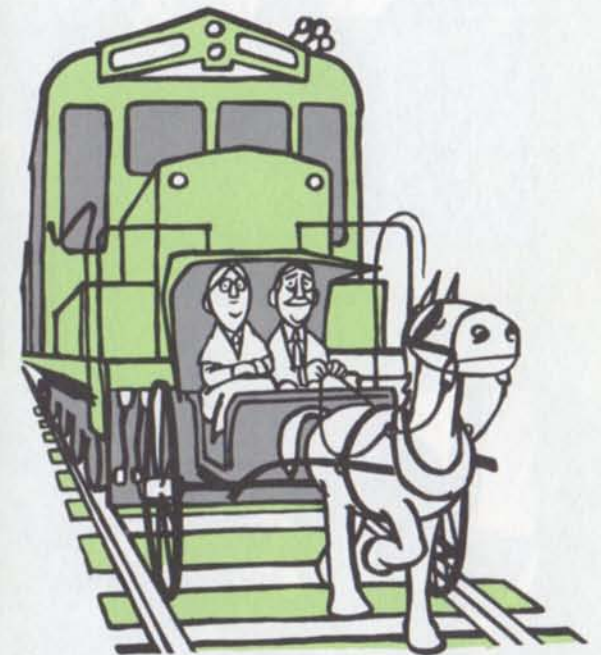
It's sheer featherbedding to try to force the railroads to put so-called "firemen" in the cabs of diesel locomotives in freight and yard service, where they would have no useful work to do. The effort is a threat to modern rail service and a particularly dangerous move at a time when America's railroads are under great competitive pressure from other modes of transportation — and when they are involved in costly new improvement programs.

Modern railroads cannot be run with a horse and buggy approach. Strong, successful railroads should be the common goal of labor and management — a goal that's in the public interest.

## American Railroads

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## MORE FIREMAN FEATHERBEDDING?



... a threatened return to the horse and buggy era!

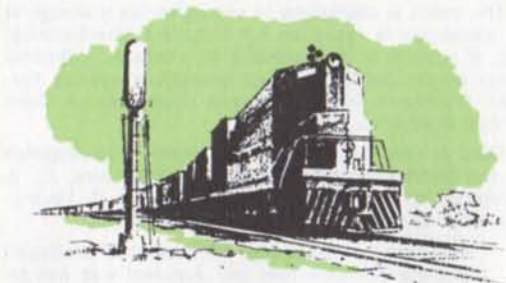
## THEN



*In the days of steam engines, the railroad fireman had numerous controls to handle.*



*It was a man-sized job for a locomotive fireman in the early days of steam engines.*



**T**he threat of featherbedding is back to plague the nation's railroads — and it's cause for deep concern to every American.

If the leaders of the Brotherhood of Locomotive Firemen and Enginemen succeed with their featherbedding plans it will cost the railroads—and the consuming public—almost \$200 million a year immediately, and many millions more in the future through restrictions on the elimination of unnecessary jobs.

Webster defines featherbedding as the requiring of an employer "to pay more employes than are needed or to limit production."

The new Random House Dictionary specifically relates featherbedding to railroad firemen. It cites this example of the use of the term:

**"Featherbedding forced the railroads to employ firemen on diesel locomotives."**

In the era of steam locomotives—which largely expired in the 1940's—the railroad fireman was a vital member of the engine crew. He was kept busy tending the fire and watching boiler controls.

The need for him disappeared with the coming of the diesel locomotive which, like the diesel engines on trucks and buses, is fed fuel automatically and has no boiler controls to watch.

But, by the time diesels began to replace steam locomotives, the so-called "National Diesel Agreement" already was in effect and firemen's jobs were protected by contract—even though they had no fires to tend and no duties whatever to perform on diesels in freight and yard service.

It took years of agonizing efforts by the railroads—and ultimately an Act of Congress—to bring about modernization of work rules designed to correct this situation.

## NOW



*Today's diesel locomotive has few controls, all handled by the engineer. They're located on his side of the engine cab, at his fingertips.*



*This is the cab of a typical modern diesel locomotive, using a three-man crew. Two of the men are the engineer—at his controls—and the head-end brakeman. The third man—a so-called fireman—has nothing to do.*