

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS

**Series A, Holdings of the
Chicago Historical Society
and the Newberry
Library, 1925–1969**

**Part 3:
Records of the BSCP
Relations with the
Pullman Company,
1925–1968**

BLACK STUDIES RESEARCH SOURCES
Microfilms from Major Archival and Manuscript Collections

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Pullman Company,
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INTRODUCTION

Experienced scholars and beginning researchers alike will find much to rejoice about with the release of University Publications of America's microfilm collection of the *Records of the Brotherhood of Sleeping Car Porters, 1925–1969*. The *Records*, organized in three parts and composed mainly of documents housed in the Chicago Historical Society but supplemented by material from the Newberry Library, provide extraordinary documentation that scholars might use to help us understand further the significant history of the Brotherhood of Sleeping Car Porters (BSCP) and the men who built it into the first national union of black workers officially affiliated with the American Federation of Labor (AFL) and later with the American Federation of Labor/Congress of Industrial Organizations (AFL–CIO). The *Records* are, as well, a revealing source on the activities of the Ladies Auxiliary of the BSCP and its colorful president, Helena Wilson. Moreover, we can learn much from this microfilm collection about the wartime March on Washington Movement and the resultant Fair Employment Practices Committee (FEPC), the postwar antecedents of the civil rights movement, and the relationships between black workers and the general organized labor movement. In the following *Part 3*, there is also documentation of the relationship between the BSCP and the Pullman Company, especially for the period during which the Brotherhood formally represented the porters in negotiations with the company.

Although the membership of the BSCP was never large (the total number of porters never exceeded 12,000 and fewer than half that number ever signed on with the union during its struggle to organize), the BSCP is of major importance in American history. The efforts of the porters to forge a national organization, under the leadership of A. Philip Randolph, Milton P. Webster, Ashley L. Totten, and C. L. Dellums, attracted much attention during the 1920s and 1930s and launched the officials, especially Randolph and Webster, to prominent leadership roles in the United States. In addition, the BSCP became the spawning ground for ideas and people who would contribute much to the later civil rights movement.

Pullman Company

A brief accounting of the efforts by Randolph and his colleagues to form a national union of sleeping car porters shows the importance of that singular organization. Indeed, the story begins long before 1925. Shortly after the Civil War, George Mortimer Pullman created the Pullman Palace Car Company as a manufacturing and operating concern that would build luxury railway cars and provide service personnel for affluent passengers who traveled over long distances. By 1925, Pullman's cars rolled on almost every major railroad in the nation and his porters, mainly blacks and many descendants from slaves, had become staples on those cars. These men, always present with a ready smile and an open palm, appeared wholly content with carrying out their duties and responding to the seemingly incessant call of "George," an appellation used regardless of their own names. Such smiles masked a deep resentment among many of the porters while the open palm, awaiting a tip at the whim of the traveler, was a constant reminder of the low wages that porters received from the Pullman Company.

But the relationship between the porters and the company was far from simplistic. By 1925, the Pullman Company was the largest single employer of blacks in the nation, and the company's involvement in communities as a good corporate citizen, especially its contributions to black churches, had bought it considerable goodwill among influential black leaders, particularly the ministers in the big churches in large cities. Well-placed advertisements in black newspapers helped as well. Recipients of the company's largess were loath to call for organized opposition to their benefactor. Moreover, the line of work that allowed the porters to travel broadly and to experience the company of rich and influential whites, albeit from a distance, made it difficult for would-be leaders to focus the porters' discontent into organized opposition against the company. Despite the low wages that required a tip supplement, at least the porters had steady and regular work, and their working conditions were much superior to those of southern sharecroppers and northern domestics, who comprised the majority of African-American workers. Steady work enabled porters to buy homes and pianos and send their children to college. They were the pillars of the community and, as A. Philip Randolph would lament, "It is difficult to organize even vicarious 'Captains of Industry.' "

At this time, though, the attitudes among African-Americans toward the labor movement and about the need for black workers to organize to improve and protect their working conditions had begun to change. Indeed, in 1925 four major developments, including the founding of the Brotherhood of Sleeping Car Porters, changed for all time the relationships between black workers and American corporations on the one hand, and between blacks and whites in the organized labor movement on the other. Under the guidance of T. Arnold Hill, who became the first director of the National Urban League's (NUL) new Department of Industrial Relations, which the league organized that year, the NUL began to insist that the AFL provide equal opportunity and protection for black workers and that blacks question anew the benevolence of their employers. Hill insisted that it was the responsibility of black workers to organize in order to protect their interests. In addition to mainline sentiments in support of the organization of black workers, strong impetus came from the Left. Frank Crosswaith, a black Socialist in New York with financial backing from the AFL and staff assistance from NUL's Hill, completed the organization of the Trade Union Committee for Organizing Negro Workers, while in Chicago the American Communist party convened the American Negro Labor Congress. Most black spokesmen, including Randolph, derided the Chicago meeting, but W. E. B. Du Bois, editor of *Crisis*, the official organ of the National Association for the Advancement of Colored People (NAACP), embraced the founding of the American Negro Congress (ANC) and termed the event one of the most significant in recent black history. These activities together represented an important confluence of ideas, but it was left to the BSCP to carry them to fruition.

The BSCP

The history of the Brotherhood of Sleeping Car Porters, as documented in this microfilm collection, is one of long toil and slow progress but eventual success. It is, as well, the story of the maturing of a leadership group as they struggled to change the generally hostile opinions that most blacks held toward organized labor, to overcome the lack of support that organized labor could have granted, and to counter the incessant and oppressive opposition of an obstinate Pullman Company, which had no intention of agreeing to recognize a union of a group of servant employees. These factors, along with the broad imagination of A. Philip Randolph, contributed to making the BSCP more than just a labor union and launched Randolph as a national black spokesman-leader.

Various groups of porters had tried over the years to form a porters' union but had failed largely because the Pullman Company either isolated the instigators or, worse,

fired them. The latter was the fate of Benjamin E. Mays, who made a brief organization effort when he served as a porter while in graduate school and who went on to become a college president and one of the most distinguished educators in the country. It had thus become common wisdom among the porters that the only way they could organize and sustain a union was to do so in secret and to secure a leader who was beyond the reach of Pullman. They found that organizer in 1925 when Ashley L. Totten introduced A. Philip Randolph to a meeting of porters in New York City and asked Randolph to accept the job of general organizer of a porters' union. Randolph agreed to accept the role but made clear that his title would be president. Thus began a major episode in American history.

Like most nascent organizations, the BSCP started out with great hope and optimism that it would quickly "bring Pullman to its knees." But it did not take long for the leaders of the new union to recognize the enormity of the difficulty they faced. Indeed, the files of the Pullman Company are replete with examples of the methods the company used to intimidate porters and discourage their affiliation with the BSCP and of Pullman's creation and support of a company union that it claimed represented the porters when they had differences with the company. (The Pullman Company files on the BSCP—including a collection of derogatory material—can be found in Part 3 of the *Records*.) Pullman's methods of intimidation included the use of a wide system of spies who reported on the activities of porters and even resorted to physical assault on union organizers. Moreover, the company's benevolence paid off as black ministers and other well-placed spokesmen trumpeted against the BSCP, while numerous African-American newspapers editorialized the same sentiments. And, early on, intemperate remarks by union leaders who referred to nonunion porters as "Toms" hardly ingratiated them with their potential membership. The first three years of the union's life was a noisy confrontation in the press and in correspondence, in mass meetings and in small encounters, as the union and the company struggled for control of the porters.

By 1928 BSCP leaders concluded that the only way they could ever succeed in getting the Pullman Company to the bargaining table was by calling a strike of porters. Milton P. Webster in Chicago heartily supported the idea of a strike, an action that the membership authorized. Such authorization though, rather than leading to a direct confrontation with Pullman, revealed a major characteristic of Randolph's personality and almost resulted in rending the BSCP. Unlike Webster, who was rough and tumble and was smarting for a direct fight with Pullman, Randolph only wanted a favorable strike vote from the porters so that he could go to the National Mediation Board and have it declare a transportation emergency and thus force the Pullman Company into mediation with the BSCP. This event also shows that Randolph wished to broaden the base of support for the union by calling on well-placed outsiders, both black and white, to convince official Washington to rule that the BSCP's strike threat represented an emergency in the railroad industry that the government should prevent. But even with support from well-placed individuals and organizations, the mediation board decided, as it wrote to James Weldon Johnson of the NAACP, that essential rail service would not be disturbed "if every Pullman Car stood idle." In the face of this failure to garner government backing, and given the elaborate measures the Pullman Company had taken to ensure a strike's failure, Randolph backed down and "postponed" the strike just hours before the porters were scheduled to stand down.

After the postponement of the strike, the BSCP underwent intensive internal strife and evaluation as its leaders tried to determine how to proceed. Their situation became particularly troubling because, with the onset of the Great Depression, porters who had jobs were increasingly glad to have them. Those who had once braved the company's opposition and joined the BSCP now deserted the union in droves. Internal discussion

resulted in a major reorganization that in effect made Webster Randolph's co-leader, especially concerning internal operations. One of the most striking discoveries that comes from the *Records* is how those two men, so unlike—Randolph suave and elitist and prone to compromise; Webster gruff and always ready for a fight—could recognize and accept the unique abilities of each other and combine their talents to make their union succeed. Indeed, they became inseparable friends who held the union together until conditions changed and they could again push for recognition of the BSCP's right to negotiate a contract with Pullman on behalf of the sleeping car porters.

As with much of history, the BSCP's chance to succeed came not because of its own activities alone but because of larger national events in which it became enmeshed. In 1934 and 1935, after years of frustration under Republican administrations, the major railway unions, with the ardent support of President Franklin D. Roosevelt's New Deal administration, convinced Congress to pass the Amended Railway Labor Act and the Wagner-Connery Act, which specifically outlawed company unions and provided coverage to porters as a class of workers. Without question, the act covered porters only because of the major effort that Randolph and Webster had expended lobbying for their inclusion.

On the basis of this new protection, Randolph requested that the National Mediation Board certify the BSCP as the official representative of the porters and order the Pullman Company to negotiate a contract. In view of the fact that the Pullman Company maintained that the Pullman Porters and Maids Protective Association—its company union—was the legitimate representative of its employees, the board ordered an election to determine proper representation. As a result of that election, on 1 June 1935, the National Mediation Board certified the Brotherhood of Sleeping Car Porters as the legitimate representative of porters and maids, thus ending a long struggle for recognition by Randolph and his union. Two years later Pullman and the BSCP finally signed a contract and established a negotiating relationship that lasted until both organizations yielded to changing transportation patterns as airlines and improved highways and automobiles practically ended passenger rail travel.

Personality Profiles

While the *Records* enable us to learn much about the union itself, they also help us to understand better the personalities of BSCP leaders, especially Randolph. The strike episode of 1928 was representative of how Randolph would operate most of his career. He believed in the force of his estimable personality to persuade others to support his cause, and he believed in pushing for large advances while being prepared to compromise and accept smaller gains. Two specific activities make this point.

During the twenties and early thirties, Randolph desperately wanted the credibility that would come to his union if it could gain recognition by the established organized labor movement. Thus, when the AFL refused to grant the BSCP an international charter in 1929, he accepted "federal local" charters—charters that black workers resented because they brought only pseudo-membership—for nine BSCP locals. He did so because it brought the BSCP into the House of Labor and granted him access to the floor of AFL meetings, a privilege he used to stress the interests of black workers and, eventually, to convince AFL leadership to grant the BSCP an international charter in 1935.

Thus, the year 1935 was momentous for the BSCP. In addition to gaining recognition from Pullman as the bargaining agent for the porters and maids, the union also gained full affiliation with the American Federation of Labor when it received a charter as the International Brotherhood of Sleeping Car Porters and Maids. And here, too, Randolph

showed a knack for finding himself at center stage when events of major proportion occurred. The AFL Convention of 1935 at which the BSCP received its international charter was one of the most important in the annals of American labor history. It was at that meeting, for example, that Randolph had the first of many major floor fights with federation leadership over racial discrimination in affiliate unions, a fight he often lost. But he was also present and courted by both sides during the 1935 sessions when a dissident group, under the leadership of John L. Lewis of the United Mine Workers of America, tried to change the method of organizing American workers and thus revolutionize the American labor movement.

Most unions in the AFL were organized according to crafts, such as plumbers or electricians, whereas Lewis and others saw significant changes ahead in American industry and argued that workers should be organized according to industries, such as automobile workers or miners, regardless of what type of jobs they carried out. Heated debate over the issue spilled over into a fistfight on the convention floor between Lewis and “Big Bill” Hutcherson of the carpenters’ union. Hutcherson called Lewis a bastard and Lewis left him bleeding on the floor. Yet, though Lewis won the fight, the debate eventually resulted in expulsion of the industrial unions from the AFL.

After the 1935 Convention, Lewis led the expelled industrial unions in founding the Congress of Industrial Organizations (CIO) as a rival to the American Federation of Labor and pleaded with the BSCP president to join the new group. But Randolph, who was far more philosophically aligned with Lewis and CIO policies than with those of the AFL, nonetheless tuned down Lewis’s invitation and kept the BSCP in the AFL. Randolph insisted that he had done so in order to maintain a voice in the AFL to speak on behalf of the interests of black workers. It is more plausible, though, to think that after a ten-year fight for a place in the House of Labor, Randolph had no intention of giving that place up for a seat in an outlaw, upstart organization. Randolph would play a central role in the repatriation of the two sides of the labor movement when the AFL and the CIO merged in 1955 to found the AFL–CIO.

The second major incident that was revealing of Randolph’s tactics of advance and compromise came while the United States prepared for entrance into World War II. During this period of preparedness Randolph noticed that white workers were finding jobs and coming out of the Great Depression but that the same was not happening for blacks. Thus he put out a call for an all-black march on Washington to force an end to discrimination in war-related employment and to end segregation in the United States military branches; he claimed that soon there would be thousands of blacks marching on the Mall. He organized the March on Washington Movement (MOWM) to carry out this activity and used his union, especially his close lieutenants, to guide it. As the efforts proceeded, Randolph characteristically reached out to others, especially NAACP leader Walter White, Mayor Fiorello La Guardia of New York, and Eleanor Roosevelt, the president’s wife, to help him convince the president of the justness of his cause. In the end Randolph compromised on the demands he had made and called off the march. In exchange President Franklin D. Roosevelt signed Executive Order 8802, which outlawed discrimination in unions and in companies doing business with the government and established the Fair Employment Practices Committee to oversee compliance. The Executive Order did not mention the military at all. Critics claim that Randolph accepted far less than he had set out to gain, and though they are right, they overlook the fact that, through this activity, Randolph forced the national government to admit to the existence of widespread racial discrimination in employment opportunities and to accept the government’s responsibility to remedy that condition. The fact of compromise in no way diminishes the importance of the accomplishment.

Milton P. Webster benefited personally from the establishment of the FEPC when he received a seat on the initial panel. In typical Webster fashion, he took to heart his responsibilities and ably represented the interests of those who brought their complaints to his attention. The *Records* contain numerous examples of those inquiries and complaints. They also document that the FEPC, especially the first one, was sorely ineffective in bringing about remedy. Nonetheless, the committee's very existence brought heart to many people who previously had no entrée to government resources when they needed help. Indeed, by the end of the war, after the president had reorganized the FEPC and increased its powers—Webster retained his seat—the committee had begun to find evidence of discrimination by both unions and corporations and, in some cases, had brought effective remedy. In fact, the MOWM had resulted in focusing the nation's attention on a major issue that cried out for redress. Moreover, the threatened use of mass demonstrations in the nation's capital clearly presaged the marches of the 1950s and 1960s—especially the March on Washington for Jobs and Freedom of 1963, for which Randolph called and for which he brought in his aide, Bayard Rustin, as the chief organizer. It is ironic that when Randolph accepted the compromise and called off the original march in 1941, Rustin was among the loudest and most vicious critics of that decision.

The relationship that existed between Rustin and Randolph was only representative of the BSCP chief's associations after he committed his life to working to organize the porters. Indeed, from 1925 until the time of his death in 1979, A. Philip Randolph was present at most major events in black leadership circles. When the NAACP underwent a major self-evaluation about the organization's future in 1934–1935, its leaders coveted Randolph's input. Similarly, when a wide range of black organizations decided that they could work together through one umbrella organization if only they could agree upon a leader acceptable to all, Randolph ended up as president of the National Negro Congress (NNC). The fact of the matter is that both Randolph's leadership and the program of the NNC ended in failure largely because of the way Randolph operated. Randolph wanted to run the NNC the same way in which he operated in the BSCP, namely that he would serve as chief while others ran the organization in accordance with his wishes. But on this occasion Randolph's style ran into conflict with the interests of others. The National Negro Congress was a left-leaning organization. Its executive director, John L. Davis, who ran NNC on a day-to-day basis, was an avowed Communist. In the absence of Randolph's involvement in the daily activities of the congress, Davis set aside Randolph's thoughts and ran the organization according to his own views. In the end, Randolph had no alternative but to quit the leadership of the NNC, a step he took with extraordinary élan. Indeed, he quit with such dignity that even in failure everyone thought that he had won. Ralph Johnson Bunche, who later received a Nobel Prize for Peace for his work with the United Nations, termed Randolph's resignation speech from the NNC one of the most important speeches ever delivered by an African-American. After Randolph's departure the NNC went into rapid decline, but the personal stature of A. Philip Randolph continued to rise. The *Records of the Brotherhood of Sleeping Car Porters* chronicle this distinguished American's involvement in the National Negro Congress.

Research Potential

The bulk, and indeed the most important, of the documents in UPA's *Records* microfilm collection center on the BSCP and its leaders, but they are supplemented by the superb *Records of the Ladies Auxiliary of the BSCP, 1931–1968*. Part 2 of the total collection, this ten-reel set of records contains some of the best documents on a black woman's volunteer organization available anywhere. From the collection of convention

proceedings, the correspondence of the national president, and regular *Bulletins*, researchers interested in such organizations can more fully understand the combined social and political aims of the group. Correspondence to the national office from auxiliary leaders outside Washington reveals the regional conditions and the different approaches necessary to organize women in various areas of the country. Moreover, the records of the Ladies Auxiliary contain financial and membership records that show the strength of the association. And, like the BSCP that it was founded to support, the activities of the Ladies Auxiliary extended beyond trade union issues. Correspondence with political and civil rights leaders documents the auxiliary officers' interest in matters such as the poll tax, wage and price controls, and civil rights activities. Other documents show that the ladies also inaugurated self-help programs by establishing strategies to provide advice and services to black families on family budgeting, personal finance, and consumer information. In fact, the records of the Chicago auxiliary's Co-operative Buying Club, 1941–1953, make up an important subseries within the collection. There is much to relish in Part 2 of the *Records of the Brotherhood of Sleeping Car Porters*.

The *Records of the Brotherhood of Sleeping Car Porters* will greatly enhance our ability as historians to interpret the history of the twentieth century. I wholeheartedly commend them to you.

William H. Harris
President
Texas Southern University

NOTE ON SOURCES

The contents of Reels 1 through 8 of this edition are from the Brotherhood of Sleeping Car Porters collection at the Chicago Historical Society.

The contents of Reels 9 and 10 of this edition are from the Pullman Company Records held by the Newberry Library, Chicago, Illinois.

EDITORIAL NOTE

The files included in this edition were selected from the collections at the Chicago Historical Society and the Newberry Library. Each file selected has been microfilmed in its entirety.

SCOPE AND CONTENT NOTE

This edition contains two sets of records relative to the employment of sleeping car porters by the Pullman Company. The first set of records concerns the Brotherhood of Sleeping Car Porters (BSCP), which was recognized in 1937 as the legitimate bargaining agent of the Pullman Company's sleeping car porters. These records run from 1937 to 1969. They contain voluminous files on many aspects of labor relations in the Pullman Company, including work rules, occupational hazards, discriminatory employment practices, membership records for BSCP locals, records of local elections, records of strike votes and instructions to striking locals, records of arbitration proceedings before such agencies as the President's Emergency Board (1963), and information on wage rates, cost of living changes, and pay raises for Pullman porters. The first set of records is reproduced from the "Railroads" series of the Brotherhood of Sleeping Car Porters collection at the Chicago Historical Society. Similar types of records can be found in the original collection for many other railroads. The Pullman Company was by far the largest employer of sleeping car porters, however, and no other company was as significant in BSCP history. This set of records spans Reels 1 through 8.

The second set of records derives from the Pullman Company itself, whose records are archived at the Newberry Library. These records begin much earlier than the BSCP records, and they record failed attempts by the BSCP to unionize the Pullman porters in the 1920s. The set begins with the formation of the Pullman Company union among the sleeping car porters. These first files contain minutes of the company union's meetings, data on union elections, "agreements," and other company union activities. There are several files of BSCP "propaganda" materials that were used to recruit Pullman porters to the BSCP in the 1920s. There is also a so-called "black binder" that contains voluminous news clippings and documents on the BSCP's unsuccessful efforts to unionize pullmen in the late 1920s. Also included is derogatory material compiled on the BSCP and its leader, A. Philip Randolph, by the Pullman Company. A file on "Porters' Idle Time" provides daily schedules of porters' routines on the rails. Of special significance are the background files of the negotiations between the Pullman Company and the BSCP after the enactment of the National Labor Relations Act (1935), which required the company to bargain in good faith with the union. These background files (file 2095-9 on Reel 10) include almost daily memoranda between company labor negotiators and company officials about the course of the negotiations, including instructions to the negotiators from the company executives. They provide an extraordinary inside record of corporate behavior in labor negotiations during the early years of the National Labor Relations Act.

At the time of this microfilm (1990), no other records relative to relations between the BSCP and the Pullman Company had been located in the Pullman Company collection. Researchers interested in the possibility of later accessions of Pullman Company labor records should contact the Manuscripts Division of the Newberry Library, Chicago, Illinois.

REEL INDEX

Entries in this index refer to specific folders within the *Records of the Brotherhood of Sleeping Car Porters, Part 3: Records of BSCP Relations with the Pullman Company, 1925–1969*. In the interest of accessing the materials within the folders, this index denotes significant issues and events under the heading *Major Topics*. The four-digit number on the far left is the frame number at which the file folder begins. Reels 1–8 contain BSCP materials from the holdings of the Chicago Historical Society while the materials on Reels 9 and 10 are from the Pullman Company Collection at the Newberry Library in Chicago. Bracketed information on the folder titles is additional, provided by UPA. UPA has also included, where possible, the date of the documents in each file folder.

The following abbreviations are used in this guide: AFL (American Federation of Labor); BSCP (Brotherhood of Sleeping Car Porters); NRAB (National Railroad Adjustment Board); NMB (National Mediation Board); and ORC & B (Order of Railway Conductors and Brakemen).

REEL 1

Frame

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS Agreements

- 0001 Agreement Negotiations (Original)—The Pullman Company, 1937. 207pp.**
Major Topics: Depreciation charges of sleeping car companies; BSCP grievances; seniority; pay rates; working conditions; Pullman Company employee rules; resolution of New York Division of BSCP; text of agreement between Pullman Company and BSCP effective October 1, 1937; list of railroad lines increasing number of employees; Pullman Company affordability study of BSCP demands; BSCP petition before Federal Coordinator of Transportation; cities in which Pullman porters live.
- 0208 Agreement Revision (Pullman), 1940. 100pp.**
Major Topics: BSCP donation to Young Women's Christian Association campaign fund; use of free passes by BSCP employee representatives; passenger complaints against Pullman porters; proposals by Pullman Company and BSCP for contract revisions; effect of BSCP proposals on employment status of porters, attendants, and maids.
- 0308 Agreement Revision (Pullman Company), 1941 [1]. 40pp.**
Major Topics: BSCP proposals for revision of Pullman Company contract; rates of pay.
- 0348 Agreement Revision (Pullman Company), 1941 [2]. 120pp.**
Major Topics: Rules tentatively agreed upon by BSCP and Pullman Company; rules re-drafted in line with discussions; rules held for further consideration.
- 0468 Agreement, Supplemental (Pullman)—Memorandum of Conferences, 1941. 7pp.**

- Major Topics:* Supplemental agreement between BSCP and Pullman Company; memorandum of conferences between A. Philip Randolph and Pullman Company representatives; rates of pay.
- 0475 Memorandum of Understanding (Pullman)—Revision of Agreement, 1941. 2pp.**
Major Topics: Memorandum of understanding regarding agreement revision; working conditions.
- 0477 1941. 8pp.**
Major Topic: Revision of agreement between Pullman Company and BSCP effective June 1, 1941.
- 0485 Agreement, Wage—The Pullman Company, 1944. 8pp.**
- 0493 Attendant—Cooks—The Pullman Company (Pay Increase), 1944. 7pp.**
Major Topic: Agreement regarding pay increase for cook attendants.
- 0500 Agreement—The Pullman Company (Vacation), 1944. 44pp.**
Major Topics: Agreement regarding paid vacations; memorandum of understanding concerning vacation allowances for Pullman porters.
- 0544 Agreement—The Pullman Company (Wage Increase 16 Cents per Hour), 1946. 6pp.**
- 0550 Agreement—The Pullman Company, Revision, 1948. 19pp.**
Major Topics: Revision of terms of agreement between Pullman Company and BSCP effective June 1, 1941; Pullman Company proposals on wage rates and work month; adjustment of wage rates effective November 26, 1945.
- 0569 Compensation for Time Lost during Railroad Strike—The Pullman Company, 1948. 3pp.**
Major Topic: Memorandum of understanding relating to compensation for time lost during the railroad strike of May 23–25, 1946.
- 0572 Agreement—The Pullman Company (2½ Cents Additional Wage Raise), 1946. 6pp.**
- 0578 Electrical Workers Agreement—The Pullman Company, 1947. 73pp.**
Major Topics: Agreements between Pullman Company and International Brotherhood of Electrical Workers, AFL, Independent Pullman Workers Federation, and Pullman Car Employees Association of the Repair Shops relating to representation and working conditions of electrical workers; memorandum of understanding on credit for armed forces service to enable returning veterans to qualify for vacations under vacations agreement; cancellation of wartime supplements to Pullman Company working agreements.
- 0651 Memorandum of Agreement—15½ Cent per Hour Increase (Pullman Porters), 1947. 7pp.**
- 0658 Interim Agreement—The Pullman Company (Non-Clerical), 1947. 3pp.**
Major Topic: Memorandum of understanding relating to leaves of absence to obtain vocational rehabilitation, education, or training under the Servicemen's Readjustment Act of 1944.
- 0661 Agreement Proposals—Storeroom Non-Clerical, 1947. 19pp.**
Major Topic: Proposed agreement between Pullman Company and the storeroom nonclerical employees represented by BSCP effective 1947.
- 0680 Memorandum of Agreement—15½ Cents per Hour (Non-Clerical), 1947. 3pp.**
Major Topic: Agreement between Pullman Company and storeroom nonclerical

employees represented by BSCP regarding hourly wage increase.

- 0683 Revision of Agreement—Pullman, 1948. 10pp.**
Major Topics: Revision of Pullman Company rule dealing with assignment of runs to districts; conference on pooling of runs; amendment of rule dealing with operation of extra employees out of home station.
- 0693 Wage Agreement—Various Railroads and Pullman Company (7 Cent per Hour Increase), 1949. 31pp.**
Major Topics: Agreement between carriers represented by Eastern, Western, and Southern Carriers' Conference Committees and BSCP and other employee unions regarding hourly wage increase.
- 0724 Wage Agreement—Pullman Storeroom Non-Clerical Employees (7 Cent per Hour Increase), 1949. 7pp.**
Major Topic: Agreement between Pullman Company and its storeroom nonclerical and repair shop miscellaneous nonclerical employees represented by BSCP regarding hourly wage increase.
- 0731 Memorandum Agreement—Non-Clerical (7 Cent per Hour Increase and Reduction of Hours), 1949. 32pp.**
Major Topics: Agreement between Pullman Company and its storeroom nonclerical and repair shop miscellaneous nonclerical employees represented by BSCP regarding hourly wage increase and reduction of hours of service; memoranda of understanding with Pullman Company regarding vacation time and establishment of forty-hour work week.
- 0763 Memorandum Agreement—Pullman Porters (Reduction of Hours and 7 Cent per Hour Increase), 1949. 16pp.**
Major Topic: Agreement regarding establishment of forty-hour work week.
- 0779 Memorandum Agreement—between Pullman Company and System Federation No. 122, A.F.L., 1949. 19pp.**
Major Topics: Agreement between Pullman Company and its employees represented by System Federation No. 122, Railway Employees Department, A.F.L. regarding revision of rules relating to apprentices and the establishment of forty-hour work week; memorandum of understanding with Pullman Company relating to vacation time.
- 0798 Wage Agreement—Pullman Porters, Maids, Attendants and Bus Boys (7 Cent per Hour Increase), 1949. 12pp.**
Major Topics: Agreement regarding hourly wage increase and establishment of forty-hour work week.
- 0810 Union Shop Agreement—Pullman, 1951 [1]. 73pp.**
Major Topic: BSCP–Pullman Company union shop agreement.
- 0883 Union Shop Agreement—Pullman, 1951 [2]. 28pp.**
Major Topic: BSCP–Pullman Company union shop agreement.

REEL 2

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS CONT. Agreements cont.

- 0001 Revision of Agreement—Pullman (Change of Rules), 1952. 62pp.**
Major Topics: Revision of rules in contract between Pullman Company and BSCP; revised grievance rules; Pullman Company refusal to divulge names of complaining passengers; rates of pay; working conditions.
- 0063 Attendants—Pullman Company, 1952. 3pp.**

- Major Topic:* Memoranda of understanding regarding molestation cases and operation of extra employees out of home station.
- 0066 Escalator Clause—Effective July 1952. 2pp.**
Major Topic: Application of quarterly cost of living escalator adjustment for Pullman employees represented by BSCP.
- 0068 New Rules for Revision of Agreement (Pullman), 1952. 14pp.**
Major Topics: Revision of agreement between Pullman Company and BSCP; rates of pay; working conditions.
- 0082 Pullman Conductors Agreement (12½ Cent per Hour and Cost of Living Adjustment), 1952. 6pp.**
Major Topic: Mediation agreement between ORC&B and Pullman Company regarding hourly wage increase and cost of living adjustments.
- 0088 New Pullman Agreement (Governing Wages and Working Conditions), January 1, 1953. 76pp.**
Major Topics: Memorandum of understanding regarding operation of extra employees out of home station; analysis and interpretation of BSCP–Pullman Company rules agreement; pay rates; working conditions; grievance procedures; memorandum of understanding concerning molestation cases; text of revised BSCP–Pullman Company.
- 0164 Memorandum Agreement—Pullman (Changes in Rule 16), 1953. 5pp.**
Major Topic: Amendment of rule regarding operation of extra employees out of home station.
- 0169 Interpretation of New Agreement (Pullman), 1953. 42pp.**
Major Topic: Pullman Company interpretations of rules in new agreement with BSCP.
- 0211 Escalator Clause Wage Increase (Pullman), October 1, 1953. 3pp.**
Major Topic: Cost-of-living wage adjustment for Pullman employees.
- 0214 Pullman Agreements, 1954–1956. 16pp.**
Major Topics: Revised vacation agreement between Pullman Company and BSCP; pay rate agreements.
- 0230 Revision of Agreement Rules—Pullman (Regarding Reduction of Hours and Pay Increase), 1963. 7pp.**
Major Topic: Memorandum agreements between Pullman Company, ORC&B, and BSCP regarding revision of pay rates and reduction of work hours.
- 0237 Revised Vacation Agreement—Pullman, 1964. 15pp.**
Major Topic: Revised BSCP–Pullman Company vacation agreement.
- 0252 Pullman Agreements, 1964. 66pp.**
Major Topics: Revised agreement between Pullman Company and BSCP effective January 1, 1964; revised vacation agreement; Pullman Company interpretation of rules under agreement with BSCP; holiday rules for Pullman sleeping car porters.
- 0318 Agreement between Pullman Company and Porters, Attendants, Maids, and Busboys, Revised July 1, 1965. 35pp.**
Major Topics: Revised agreement between Pullman Company and BSCP effective July 1, 1965; pay rates; working conditions; vacation agreement; deduction agreement.
- 0353 Deduction Agreement—The Pullman Company, 1966. 11pp.**
Major Topic: BSCP–Pullman Company deduction agreement.
- 0364 Pullman Mediation Agreement in Regard Wage Increase (Case No. A-7592), 1966. 2pp.**

- 0366 Pullman Company Agreements, 1968–1974. 22pp.**
Major Topics: Agreements regarding job protection and separation allowances; mediation agreement between Pullman Company and ORC&B; claim by United Transportation Union against Pullman Company; creation of Special Board of Adjustment to dispose of BSCP–Pullman Company disputes; lawsuit of *Jerome F. Miles et al. v. Pullman Company and BSCP*.
- 0388 “Acknowledgment of Reinstructions”—Pullman, n.d. 12pp.**
Major Topic: Occupational rules for Pullman porters in various districts.
- 0400 Memorandum Agreement—Pullman (12½ Cent per Hour Increase in Wages [and] Cost of Living Adjustment), 1951. 43pp.**
Major Topics: Agreement regarding hourly wage increase; cost of living escalator increase for Pullman nonoperating employees.
- 0443 Agreement—Pullman (Freezing Escalator Clause–5 Cent per Hour Increase–3 Weeks Vacation), September 15, 1954. 4pp.**
Major Topics: Cost-of-living adjustment agreement and vacation agreement with Pullman Company.
- 0447 Agreement—Pullman (Freezing Escalator Clause–5 Cent per Hour Increase–Three Weeks Vacation), September 15, 1954. 7pp.**
Major Topics: Cost-of-living adjustment agreement and revised vacation agreement with Pullman Company.
- 0454 Agreement—Pullman (Freezing Cost of Living Adjustments, Increase in Pay, Welfare Benefits), September 13, 1960. 8pp.**
Major Topics: Agreements regarding cost-of-living adjustments, wage increases, and welfare benefits; change in Travelers Insurance program.
- 0462 Change in Memorandum Agreement of January 10, 1964, as of October 19, 1964—Pullman, 1964. 6pp.**
Major Topic: Amendment of Pullman rule concerning operation of extra employees out of home station.
- 0468 BSCP–Pullman Agreements and Related Material, n.d. 20pp.**
Major Topics: Application of May 17, 1946 wage agreement to Pullman Company porters, attendants, maids, and busboys working in Canada; agreement regarding establishment of forty-hour work week; vacation agreement.
- 0488 Allocation of Lines—Pullman, 1950. 66pp.**
Major Topic: Reallocation of runs to certain districts to relieve acute porter situation; discontinuance of certain Pullman lines.
- 0554 Allocation of Runs—Pullman, 1948. 50pp.**
Major Topics: Changes in porter operations; porter situation at various districts and agencies; list of extra and surplus porters with seniority prior to January 1940; reallocation of lines for districts in order to relieve shortage of work.
- 0604 Amendment to Rule 2, Paragraph (d) (In-Charge Rate Increase–Pullman), 1953. 2pp.**
Major Topic: Amendment of rule concerning rates of pay for in-charge service.
- 0606 Analysis of Pullman Operations as of June 1, 1947. 7pp.**
Major Topic: List of BSCP regular, extra, and furloughed employees in various Pullman Company zones and districts.
- 0613 Analysis of Revised Pullman Agreement, 1953. 49pp.**
Major Topic: Analysis of proposals for revision of agreement between Pullman Company and BSCP.
- 0662 Rule 29 Application—Pullman, 1959. 7pp.**
Major Topic: Application of Rule 29 of Pullman agreement regarding the propor-

tion of extra men to be transferred in the abolishing of districts.

Arbitration Agreement

0669 Arbitration Agreement Negotiations, Case A-5344 (Transfer of Pullman Employees), 1957. 13pp.

Major Topics: BSCP proposals for negotiating arbitration agreement with Pullman Company; NMB arbitration agreement between Pullman Company and BSCP; information relating to ownership of Pullman Company stock.

Armed Forces

0682 Army Officers, Military Police and Pullman Porters, [1945]. 9pp.

Major Topic: Jurisdiction of military police on trains.

0691 “Troop Movements”—The Pullman Company, 1942. 9pp.

Major Topics: Time credits allowed porters employed in troop movements; computation of layovers of Pullman employees used in army camps; schedule of sleep for porters in troop service when time runs into extended special tour.

0700 Time Credits in Military Camps (Pullman), 1950. 4pp.

Major Topic: Time credits to be allowed for car service employees operating into or out of military camps.

0704 Memorandum of Understanding, Vacations of Armed Forces, January 22, 1946. 2pp.

Major Topic: Credit for service in the armed forces to enable returning veterans to qualify for vacations under the vacation agreement.

0706 Memorandum of Understanding (Military or Naval Service), November 26, 1945. 2pp.

Major Topic: Memorandum of understanding regarding granting of leaves of absence to employees who served in the armed forces who are entitled to vocational rehabilitation, or to education or training under the provisions of the Servicemen’s Readjustment Act of 1944.

Away from Home Expenses

0708 Pullman Porter’s Away from Home Expense, 1963. 11pp.

Beyond a Reasonable Doubt

0719 Beyond a Reasonable Doubt—Pullman (Legal Definition), 1953. 4pp.

Board of Directors

0723 Initial Board of Directors—The Pullman Company, 1947. 7pp.

Major Topics: List of members of Pullman Company board of directors; lawsuit regarding *United States v. Pullman Company, et al.* in the District Court for the Eastern District of Pennsylvania.

Boeckelman, F. J.

0730 Matters to Be Taken Up with Mr. [F. J.] Boeckelman, 1954. 7pp.

Major Topics: Employee grievance against Pullman Company; question of porters handling railroad transportation; complaints against porters by conductors on Pullman cars.

0737 Matters to Take Up with [F. J.] Boeckelman, 1959. 22pp.

Major Topics: Pullman Company position on handling of claims; investigation in

discontinuance of Savannah District; extension of Line 7205 from Louisville, Kentucky, to Cincinnati, Ohio; question of reestablishment of porter's roster at Chattanooga, Tennessee; employee grievances against Pullman Company; efforts by railroad employers to abolish short distance divisions and short mileage runs.

0759 Boeckelman, F. J.—Pullman, Using Porters on Tours, 1965. 7pp.

Major Topics: Efforts by Pullman Passenger Traffic Department to increase tour travel; Pullman Company request for exceptions to collective bargaining agreement with BSCP with regard to tours.

Brutality

0766 Brutality to Porters by Members of Armed Forces, 1945. 5pp.

Major Topic: Employee grievances relating to their treatment by armed forces personnel.

Car Cleaning

0770 Car Cleaning Situation (Zone), 1949. 116pp.

Major Topics: Complete list of all points and lines at which porters were required to perform car cleaning; employee grievances relating to car cleaning and vacation pay.

0886 Car Cleaning Rule (Pullman), July 7, 1950. 2pp.

Major Topic: Amendment to agreement relating to cleaning of interior of cars.

REEL 3

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS CONT.

Car Cleaning cont.

0001 Points Where Car Cleaning Is Performed by Porters, n.d. 13pp.

Major Topic: List of points where car cleaning was performed by porters including information on work required and length of time involved.

0013 Analysis of Pullman Cases (Boeckelman), 1955. 3pp.

Major Topic: List of categories in which Pullman Company took disciplinary action against porters, attendants, and busboys.

Claims

0016 Fears, R. L., Chicago District—Claims, 1967. 12pp.

Major Topic: BSCP claim on behalf of R. L. Fears, employed by Pullman Company out of the Chicago District, for payment for services performed.

0028 Johnson, W. J., Chicago District—Claim, 1967. 10pp.

Major Topic: BSCP time claim on behalf of W. J. Johnson, employed by Pullman Company Chicago District.

0038 Arthur Phillips, Filed November 26, 1954. October 11–November 26, 1954. 3pp.

Major Topic: Time sheets for Pullman porter Arthur Phillips for the pay periods ending October 15 and October 31, 1954.

0041 Thomas, H. J., East-South, 1957. 13pp.

Major Topics: Time sheets for Pullman porter H. J. Thomas for the pay periods ending July 15 and July 31, 1957; BSCP claim on behalf of H. J. Thomas for short pay.

0054 Section 6 Notice—Pullman (Claims and Grievances; Hiring Practices; Safety, Health and Sanitation; Accidents), September 10, 1958. 5pp.

Major Topic: Proposed changes in agreement between Pullman Company and BSCP.

Communicable Diseases

0059 Communicable Diseases—Pullman, 1951. 11pp.

Major Topic: Pullman Company instructions relating to treatment of space vacated by passengers having communicable diseases.

Complaints

0070 Complaint—Chicago District Porters Required to Sign Statements on Platform, 1964. 6pp.

Major Topic: BSCP complaint regarding Pullman Company requirement of having porters sign statements relating to discrepancies or complaints while on the platform.

0076 Complaints by Extra Porters regarding Hopkinsville Assignment, 1966. 3pp.

Conductors

0079 Conductors and Porters In-Charge—The Pullman Company, 1940. 122pp.

Major Topics: Amendment to Interstate Commerce Act requiring sleeping car companies to maintain continuous employee supervision of these cars; efforts by BSCP and Order of Sleeping Car Conductors to force Pullman Company compliance with NRAB Award No. 779; BSCP opposition to enactment of congressional sleeping car conductors' bill to eliminate porters running in-charge; report of legislative committee of the Railway Labor Executives' Association regarding enactment of law to regulate operations of sleeping car conductors; BSCP case against sleeping car conductors' bill; Senate hearings on sleeping car conductors' bill.

0201 Conductor's Vacation Agreement—The Pullman Company, 1944. 29pp.

Major Topic: Memorandum of understanding and agreement concerning vacation allowances for Pullman conductors.

0230 Conductor's Agreement—The Pullman Company, 1945. 23pp.

Major Topics: Agreement governing working conditions between Pullman Company and its conductors; credit for services in armed forces to enable returning veterans to qualify for vacations under the vacation agreement; compensation for wage loss; vacation agreement for Pullman conductors.

0253 Order of Railway Conductors, 1949. 44pp.

Major Topics: NRAB handling of dispute between ORC&B and Pullman Company; memorandum of understanding regarding compensation for wage loss; passenger complaints against Pullman conductor; strike notice for ORC&B, Pullman System; statutory changes in New York State relating to frequency of wage payments.

0297 Conductors' Agreement—The Pullman Company, 1949. 56pp.

Major Topics: Agreement between Pullman Company and Pullman conductors represented by ORC&B effective September 1, 1945; memoranda of under-

standing regarding operation of extra conductors and conductor and optional assignments; vacation agreement for Pullman conductors.

0353 Conductors' Signout Agreement (Pullman), 1950. 3pp.

Major Topic: Memorandum of understanding concerning assignment of extra conductors.

0356 Conductors' Arbitration Case (N.M.B. Case No. A-4408), 1954. 32pp.

Major Topic: NMB case and decision in the matter of *ORC&B v. Pullman Company*.

0388 Conductor's Arbitration Case—Pullman (Case No. A-4408), 1954. 23pp.

Major Topic: NMB case and decision in the matter of the *ORC&B v. Pullman Company*.

0411 BSCP—Order of Railway Conductors of America, 1954. 33pp.

Major Topic: NMB case and decision in the matter of the *ORC&B v. Pullman Company*.

Conferences

0444 Conference on Wages and Working Conditions—The Pullman Company, 1947. 82pp.

Major Topics: Agreement and supplements between Pullman Company and its mechanical, labor, storeroom nonclerical, and car cleaning employees represented by Independent Pullman Workers Federation and the Pullman Car Employees Association of the Repair Shops regarding work period, military service of helper apprentices, and emergency wartime employees; credit for service in armed forces to enable returning veterans to qualify for vacations under the vacation agreement; granting of leaves of absence for former veterans under Servicemen's Readjustment Act of 1944; rules dealing with consideration for promotion, duration of apprenticeship, displacement rights, lunch periods, overtime; agreement between Pullman Company and its electrical workers represented by International Brotherhood of Electrical Workers, AFL; list of rates paid to store nonclerical employees; BSCP requests for wage increases; vacation agreements.

0526 Pullman Conference, November 8, 1948. 4pp.

Major Topic: Questions discussed at BSCP–Pullman Company conference, including employee passes, sleeping accommodations, allocation of lines to districts, reduction of preparatory time on lightweight cars, and giving of leaves of absence.

Consolidation of Districts

0530 Consolidation of Districts (Twin Cities), 1950. 22pp.

Major Topic: Consolidation of porters' seniority rosters in the Minneapolis and St. Paul Districts.

0552 Consolidation of Birmingham and Montgomery—Pullman, 1955. 5pp.

Major Topic: Consolidation of porters' seniority rosters.

- 0557 Consolidation of Galveston and Houston—Pullman, 1955. 6pp.**
Major Topic: Consolidation of porters' seniority rosters.
- 0563 Consolidation of Northern and Western Districts—Pullman, 1955. 15pp.**
Major Topic: Consolidation of porters' seniority rosters in the Chicago Northern and Western Districts.
- 0578 Consolidation of Eastern and Southern Districts—Pullman, 1957. 4pp.**
Major Topic: Consolidation of porters' seniority rosters in the Chicago Eastern and Southern Districts.
- 0582 Consolidation of Districts—Pullman, 1958. 12pp.**
Major Topics: Discontinuation of New York District at Grand Central Terminal and Pullman Agencies at Roanoke, Virginia, and Albany, New York; consolidation of porters' seniority rosters in the Chicago East-South and Central Districts; Service Conferences for Porters, Chicago South District.
- 0594 Consolidation of Western and Southern Districts (Pullman), 1960. 4pp.**
Major Topic: Consolidation of porters' seniority rosters in the Chicago South and West Districts.

Correspondence

- 0598 Correspondence (Pullman), 1949. 62pp.**
Major Topics: BSCP–Pullman Company conference relating to threatened railroad strike in May 1948; seniority rosters for Chicago Northern, Central and East-South Districts; list of furloughed porters; treatment of porters; reallocation of porter operation on St. Louis–Los Angeles line; sleep, meal, and sign-out periods for porters; disciplinary actions against employees; Porter Service Conferences; Missouri Pacific Railroad strike; BSCP grievance cases; reallocation of lines.
- 0660 Correspondence (Storeroom), 1949. 21pp.**
Major Topics: Request for wage adjustment; changes in relief days; bulletins of positions open for bids; signing of agreement for reduction of hours and increase in pay; furlough of porters.
- 0681 Correspondence (Pullman), 1950. 68pp.**
Major Topics: Agreement regarding employee absences; assignment of runs to districts; release time of porters and attendants; porter situation in various districts and agencies; seniority rosters for Chicago Central, Northern and Western Districts; reinstatement of employees; BSCP grievance cases; firemen's strike on the Pennsylvania, New York Central, and Santa Fe and Southern Railroads; switchmen's strike on the Chicago Great Western, Rock Island, Denver & Rio Grande, Great Northern, and Western Pacific Railroads; furlough of attendants; strike of nonoperating employees of the Canadian National and Canadian Pacific Railways; treatment of porters; reassignment of Seattle and San Francisco District porters; Porter Service Conferences; medical examinations of employees; time credits allowed to porters employed in troop movements; changes in Pullman Company Operating Department organization; wage rates for Pullman porters.
- 0749 Correspondence (Pullman), 1951. 60pp.**
Major Topics: Seniority roster for mechanical, labor, storeroom nonclerical, and car cleaning employees of Chicago Northern District; abolishment of runs due to switchmen's strike; proposed changes in wages and working conditions; establishment of Pullman Company Employee Relations Department; BSCP grievance cases; wage adjustments for porters; porter operation on Vancouver

run; requests for rosters of working status of porters, maids, attendants, and busboys in various districts; BSCP–Pullman Company union membership agreement; changes in Pullman Company Operating Department organization; Porter Service Conferences; questionnaire for commissary attendants.

0809 Correspondence—Pullman, 1952. 41pp.

Major Topics: Requests for lists of porters returning to work after furloughs or leaves of absence; seniority rosters for Chicago Western, Central, Eastern, Southern, and Northern Districts; requests for lists of employees who have been hired, furloughed, transferred, assigned to other work, or promoted; acceptance of cash payments for hospital or medical plan premiums; inspection of porter's baggage by railroad special agents; Porter Service Conferences; discussions regarding proposals for revision of rules.

0850 Correspondence—Pullman, 1953. 45pp.

Major Topics: Status of Pullman busboys in Chicago; seniority rosters for Chicago Eastern, Southern, Central, Western, and Northern Districts; report on interviews with porters regarding new time sheets; reallocation of runs; complaints of Kansas City porters; initiation fees and monthly dues under union shop agreement; instructions relating to proper handling of meal and beverage checks; Porter Service Conferences; reports of earnings for extra porters in Chicago Northern District; complaints against porters.

0895 Correspondence—Pullman, 1954. 68pp.

Major Topics: Requests for rosters of porters and maids in Chicago districts; BSCP requests for dismissal of Pullman employee failing to meet requirements of union membership agreement; requests for names of employees on furlough in Chicago districts; injury claims by Pullman porters; sleeping accommodations for porters; rule on assignment or garnishment of wages; agreement between railroads represented by the Eastern, Western, and Southeastern Carriers' Conference Committees and their employees represented by Railroad Yardmasters of America; treatment of porters; Porter Service Conferences; statement of earnings of extra attendants and busboys in the Chicago Commissary District.

REEL 4

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS CONT.

Correspondence cont.

0001 Correspondence—Pullman, 1955. 25pp.

Major Topics: Requests for seniority rosters for Chicago Western, Central, Commissary, Northern, Eastern, and Southern Districts; BSCP request for inspection of signout records; earnings of extra porters in Chicago districts; Porter Service Conferences; injury claims by porters; discontinuation of Pullman Company annual medical examinations for porters.

0026 Correspondence—Pullman, 1957. 54pp.

Major Topics: Firemen's strike on Canadian Pacific Railway; change in signout day for extra porter assignments in Chicago Western District; transfer of Michigan Central operations; requests for seniority rosters for the Chicago Western District; arrests and convictions of Pullman employees; discontinuation of Pullman Agency in Wilmington, North Carolina; transfer of Pullman Company General Offices; consolidation of porters' seniority rosters for the

Chicago Eastern and Southern Districts; earnings of extra porters in the Chicago Western District; Porter Service Conferences.

0080 Correspondence—Pullman, 1958. 22pp.

Major Topics: BSCP request for inspection of signout records; dismissal of porter for absence without permission; Pullman car trips in connection with military traffic, 1942–1945; conviction of Pullman porter for manslaughter; revised monthly pay rates for Pullman porters, attendants, maids, and busboys; Pullman Company hospital insurance plan; reestablishment of St. Louis busboy roster.

0102 Correspondence—Pullman, 1959. 10pp.

Major Topics: Survey of need to continue to furnish triplicate copies of time sheets; injury claim by Pullman porter; BSCP contract with New York Central Railroad; transfer of lines to the Chicago, Rock Island, and Pacific Railroad; Porter Service Conferences.

0112 Correspondence—Pullman, 1960. 10pp.

Major Topics: Request for hearing for dismissed porter; signout day for extra porter assignments in Chicago district; porter seniority; Pullman Company handling of grievances, rule violations, and discipline; Porter Service Conferences; group life insurance coverage for Pullman Employees represented by BSCP.

0122 Chicago Division—Union Shop Correspondence, 1961. 9pp.

Major Topics: BSCP rules concerning payment of dues; discharge of employees for failure to comply with union shop agreement.

0131 Correspondence—Pullman, 1961. 37pp.

Major Topics: Car cleanup operations; BSCP appeals cases; strike of railroad marine workers in New York City; Pullman Company payroll deduction plan for purchase of U.S. savings bonds; rule regarding bulletins of runs; Teamsters Union effort to halt railroad piggyback service; Pullman Company position on NRAB Award No. 9844; complaint regarding assignment of furloughed porters in El Paso, Texas.

0168 Correspondence—Pullman, 1962. 11pp.

Major Topics: BSCP suggestion for mandatory retirement arrangement for porters upon reaching age 65; employee grievances; injury claim by Pullman porter; Porter Service Conferences; Pullman Company payroll deduction plan for purchase of U.S. savings bonds; Pullman Company abolishes position of Manager, Employee and Labor Relations.

0179 Correspondence—Pullman, 1963. 7pp.

Major Topics: Requests for hearings for dismissed porters; Porter Service Conferences; Pullman Company payroll deduction plan for purchase of U.S. savings bonds.

0186 Mr. F. J. Boeckelman, Pullman Correspondence—The Pullman Company, 1965. 7pp.

Major Topics: Investigation into changes in use of step ladders on certain cars; BSCP request for revision of agreement regarding rates of pay; annulment of porter, attendant, and busboy operations due to strike by Brotherhood of Firemen and Engineers.

0193 General Correspondence—The Pullman Company, 1965. 2pp.

Major Topic: Establishment of new commissary line between Cincinnati, Ohio, and Baltimore, Maryland.

0195 Correspondence—The Pullman Company, 1965–1968. 11pp.

Major Topics: Discontinuation of Pullman Agency in Cleveland, Ohio; porter operations on Florida season lines; signout period for Chicago commissary attendants.

0206 Correspondence—F. J. Boeckelman, Director, Employee and Labor Relations (The Pullman Company), 1968. 26pp.

Major Topics: Vacation agreement; revision of agreement between Pullman Company and BSCP effective January 1, 1965; Pullman Company safety record; injury claim by Pullman porter.

Deductible Time

0232 Deductible Time Matter—Pullman Company, 1938. 43pp.

Major Topics: Rest periods and preparatory and release time allowances for Pullman porters.

Delinquent Members

0275 Delinquents—Chicago Division, October 1964. 29pp.

Major Topic: BSCP letters to members in Chicago Division regarding failure to pay dues.

0304 Denver Pullman Delinquents, October 1, 1961. 15pp.

Major Topic: List of BSCP members failing to pay dues in Denver Division.

0319 Denver Delinquents—Pullman, December 1962. 15pp.

Major Topic: List of BSCP members failing to pay dues in Denver Division.

0334 Delinquents—Denver Pullman, 1964. 3pp.

Major Topic: List of BSCP members failing to pay dues in Denver Division.

0337 Delinquent Letters—Denver, 1964. 2pp.

Major Topic: List of BSCP members failing to pay dues in Denver Division.

0339 Kansas City Pullman Delinquents, October 1, 1961. 20pp.

Major Topic: List of BSCP members failing to pay dues in Kansas City Division.

0359 Kansas City Delinquents—Pullman, December 1962. 32pp.

Major Topics: List of BSCP members failing to pay dues in Kansas City Division; BSCP letters to members in Kansas City Division regarding failure to pay dues.

0391 Omaha Pullman Delinquents, October 1, 1961. 14pp.

Major Topic: List of BSCP members in Omaha Division failing to pay dues.

0405 Omaha Delinquents—Pullman, December 1962. 9pp.

Major Topic: List of BSCP members in Omaha Division failing to pay dues.

0414 Delinquents—Santa Fe, Kansas City, Pullman, Union Pacific, January 1964. 9pp.

Major Topics: Lists of BSCP members failing to pay dues employed by Soo line, Rock Island line, Denver & Rio Grande railroad, and Union Pacific.

0423 Twin Cities Delinquent Letters, September 9, 1961. 15pp.

Major Topic: BSCP letters to members in Twin Cities Division regarding failure to pay dues.

0438 Twin Cities Pullman Delinquents, October 1, 1961. 16pp.

Major Topic: List of BSCP members in Twin Cities Division failing to pay dues.

0454 Twin Cities Delinquents—Pullman, December 1962. 29pp.

Major Topics: List of Twin Cities Division BSCP members failing to pay dues and letters to same regarding delinquency.

0483 Delinquent Letters—Twin Cities, February 5, 1964. 10pp.

Major Topic: BSCP letters to members in Twin Cities Division regarding failure

to pay dues.

0493 Delinquent Members—Twin Cities, 1964. 16pp.

Major Topics: List of Twin Cities Division BSCP members failing to pay dues and letters to same regarding delinquency.

0509 Twin Cities Delinquent Members, 1966. 20pp.

Major Topics: BSCP letters to members in Twin Cities Division regarding failure to pay dues.

Discharge Notices

0529 Chicago—Pullman Discharge Notices, August 15, 1961. 13pp.

Major Topic: BSCP demands for discharge of Pullman employees in Chicago Division for failure to comply with union shop agreement.

0542 Chicago Discharge Notices—Pullman, 1962. 8pp.

Major Topic: BSCP demands for discharge of Pullman employees in Chicago Division for failure to comply with union shop agreement.

0550 Chicago Discharge Notices, April 19, 1963. 7pp.

Major Topic: BSCP demands for discharge of Pullman employees in Chicago Division for failure to comply with union shop agreement.

0557 Discharge Notices—Chicago, Pullman, January 16, 1964. 7pp.

Major Topic: BSCP demands for discharge of Pullman employees in Chicago Division for failure to comply with union shop agreement.

0564 Discharge Notices—Pullman, June 1964. 7pp.

Major Topics: BSCP letters to members in Omaha Division regarding failure to pay dues; BSCP demands for discharge of Pullman employees in Omaha Division for failure to comply with union shop agreement.

0571 Discharge Notices—Twin Cities, 1961. 4pp.

Major Topic: BSCP demands for discharge of Pullman employees in Twin Cities Division for failure to comply with union shop agreement.

0575 Discharge Notices—Twin Cities, February 5, 1964. 4pp.

Major Topic: BSCP demands for discharge of Pullman employees in Twin Cities Division for failure to comply with union shop agreement.

Discontinued Agencies

0579 Discontinuance of Asheville Agency—Pullman, 1963. 2pp.

Major Topic: Discontinuance of Pullman Agency in Asheville, North Carolina.

0581 Discontinuance of Augusta Agency (Pullman), 1958. 2pp.

Major Topic: Discontinuance of Pullman Agency in Augusta, Georgia.

0583 Discontinuance of Birmingham Agency—Pullman, 1961. 6pp.

Major Topic: Discontinuance of Pullman Agency in Birmingham, Alabama.

0589 Discontinuance of Chattanooga District, August 1, 1958. 4pp.

Major Topics: Discontinuance of Pullman Company's Chattanooga District; transfer of extra porters to Atlanta District.

0593 Discontinuance of Columbus Agency, 1959. 3pp.

Major Topic: Discontinuance of Pullman Agency in Columbus, Ohio.

0596 Discontinuance of El Paso Agency, 1961. 4pp.

Major Topic: Discontinuance of Pullman Agency in El Paso, Texas.

0600 Discontinuance of Hoboken Agency, 1963. 2pp.

- Major Topic:* Discontinuance of Pullman Agency in Hoboken, New Jersey.
- 0602 Discontinuance of Little Rock Agency, 1958. 3pp.**
Major Topic: Discontinuance of Pullman Agency in Little Rock, Arkansas.
- 0605 Discontinuance of Nashville Agency, 1958. 4pp.**
Major Topic: Discontinuance of Pullman Agency in Nashville, Tennessee.
- 0609 Discontinuance of Oklahoma City Agency, 1958. 32pp.**
Major Topics: Discontinuance of Pullman Agency in Oklahoma City, Oklahoma; transfer of extra porters to St. Louis District; employee complaints regarding loss of seniority; problems of Oklahoma City porters following discontinuance of agency.
- 0641 Discontinuance of Roanoke Agency, 1959. 6pp.**
Major Topic: Discontinuance of Pullman Agency in Roanoke, Virginia.
- 0647 Discontinuance of Shreveport Agency, October 1, 1958. 8pp.**
Major Topic: Discontinuance of Pullman Agency in Shreveport, Louisiana.
- 0655 Discontinuance of Savannah District, 1959. 6pp.**
Major Topics: Discontinuance of Pullman Company's Savannah District; transfer of extra porters with full seniority to Jacksonville.
- 0661 Discontinuance of Spokane Agency, 1959. 4pp.**
Major Topic: Discontinuance of Pullman Agency in Spokane, Washington.

Discriminatory Employment Practices

- 0665 Discriminatory Employment Practices of Pullman Company, 1946. 3pp.**
Major Topics: Pullman Company investigation of discrimination complaint; Pullman Company hiring practices and employment policy.

Disposal of Sleeping Car Business

- 0668 Disposal of Pullman Sleeping Car Business, 1944. 26pp.**
Major Topics: Notice of and plans for proposed disposal of Pullman sleeping car business under federal district court decree; contract arrangements of proposed new Railway-Pullman Sleeping Car Company.

Dues

- 0694 Pullman Dues Deduction Form. [1966]. 100pp.**
Major Topics: Payment of dues to BSCP; BSCP membership list for Chicago Division; list of BSCP members authorizing Pullman Company dues deductions.

Elections

- 0794 Election—Pullman Car Cleaners and Yard Forces, 1947. 27pp.**
Major Topics: NMB investigation of representation dispute among mechanical department employees of Pullman Company; report of election results in Pullman Company mechanical department employee's representation dispute; BSCP wins right to represent Pullman Company's storeroom and nonclerical employees.
- 0821 Election Results—Non-Clerical, 1950. 33pp.**
Major Topics: Election results of Pullman Company's nonclerical employees; lists of Pullman Company clerical and storeroom nonclerical employees in Detroit, Memphis, New Orleans, Fort Worth, and Kansas City Districts carried on the seniority roster; results of Mediation Board election held in New

Orleans, Louisiana; reports of election results of Pullman nonclerical workers in Fort Worth, Texas, and Louisville, Kentucky.

Extra Employees

0854 Layovers—Extra Employees, [1940]. 9pp.

Major Topics: Discipline cases involving violations of Pullman Company rules; layovers applicable to trips made by extra employees in lines that afford periodic relief.

0863 Operation of Extra Porters—Pullman, 1950. 4pp.

Major Topic: Draft of rule concerning operation of extra porters.

Furloughs

0867 Furloughed Non-Clerical Employees, 1947. 29pp.

0896 Furloughed Porters as of January 1, 1948 (Pullman). 2pp.

Major Topic: List containing figures on the number of porters furloughed by Pullman Company in each operating zone.

0898 Furloughed Men—Non-Clerical, Chicago, 1948. 3pp.

0901 Porters on Furlough—Pullman, January 1, 1949. 3pp.

Major Topic: List containing figures on the number of porters furloughed by Pullman Company in each operating zone.

General Electric Tour

0904 General Electric Special Tour (Pullman), 1950. 24pp.

Major Topics: Porter operations for General Electric exhibit train; exhibit train itinerary and meal and hotel roster; basic monthly rates of Pullman porters on standard cars.

REEL 5

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS CONT.

Health and Welfare Benefits

0001 Health and Welfare Benefits—Pullman (Negotiations), 1955. 11pp.

Major Topic: BSCP proposal to negotiate agreement for health and welfare program.

0012 Appendix "A"—Pullman (Health and Welfare—Wages), September 10, 1959. 35pp.

Major Topics: Agreement relating to cost-of-living adjustments, wage increases, holidays, vacations, hospital and medical benefits, and group life insurance; Pullman Company health and welfare plan; Pullman Company group insurance plan.

0047 The Pullman Company—Appendix "A," April 5, 1967. 30pp.

Major Topics: Negotiations and agreement regarding employment security and rules for expenses away from home; problems of railroad employees due to reductions in passenger train service.

0077 Paid Holidays, Time and One Half for Overtime—Pullman, 1956. 7pp.

0084 Appendix "A"—Pullman (Vacations and Holidays), June 12, 1959. 7pp.

Major Topic: Negotiations regarding vacation and holiday pay rates.

0091 The Pullman Company Section 6 Notice of May 26, 1966, in Regard: Vacations, Holidays, etc. 16pp.

Major Topic: Proposed revision of vacation agreement with Pullman Company.

0107 Illinois Workmen's Compensation Law Effective July 1, 1965. 3pp.

Major Topic: Rate schedule for industrial injuries under Illinois Workmen's Compensation Law.

0110 New Group Insurance Plan—Pullman, 1958. 119pp.

Major Topics: Coverage under Pullman Company's group insurance plan; lawsuit by Conductor's Union against Pullman Company and Prudential Insurance Company.

0229 Prudential Life Insurance Policy, 1958. 12pp.

Major Topics: Coverage under Pullman Company's group insurance policy; life insurance coverage for retired Pullman employees.

0241 Hospital-Medical Insurance Organizations—Pullman Districts, 1956. 10pp.

Major Topic: Pullman Blue Cross-Blue Shield plans.

Interpretation of Rules

0251 Interpretation of Rules 40 and 41—Pullman Company, September 26, 1944. 3pp.

Major Topics: Pullman Company position on rules relating to assignment of runs to districts and of bulletins of run in event of employee's absence because of illness for more than sixty days.

0254 Interpretation of Rule 41—The Pullman Company, 1948. 4pp.

Major Topic: Pullman Company position on rule relating to assignment of runs to districts.

0258 Interpretation of Rule 46—Pullman, 1954. 2pp.

Major Topic: Pullman Company position on rule relating to operation of extra employees out of home station.

0260 Interpretation of Rule 43 (b)—Pullman, 1957. 16pp.

Major Topics: Pullman Company position on rules relating to temporary discontinuance of assignments, bulletins of changed runs, and displacement rights of employees.

Linen Losses

0276 Loss of Linen—Pullman, 1952. 10pp.

Major Topics: Linen losses from Pullman cars; involvement of porters in linen thefts; Pullman Company rules for protection and handling of linen; inspection of baggage of porters by railroad special agents.

Mediation Agreement

0286 BSCP-Pullman Mediation Agreements, 1965-1966. 6pp.

Major Topics: Mediation agreements regarding wage increases, expenses away from home, and vacations.

Memoranda of Agreements

0292 Memorandum of Agreement, Rule 40 (Pullman), 1944. 5pp.

Major Topic: Pullman Company position on rules relating to assignment of runs to districts and temporary discontinuance of assignments.

- 0297 Revision of Rule 46—Pullman (First-In, First-Out Rule), January 10, 1964. 7pp.**
Major Topic: Memorandum agreement relating to operation of extra employees out of home station.
- 0304 Memorandum of Approval—The Pullman Company (2½ Cent Raise), 1946. 6pp.**
Major Topics: Agreement regarding hourly wage increase; Pullman Company uses wage increase as basis for seeking tariff rate increase.
- 0310 Memorandum of Understanding, Release Time of Porters and Attendants (Pullman), 1942. 5pp.**
Major Topic: Memoranda of understanding regarding employee release time and rule relating to employees signing for instructions and reinstructions.
- 0315 Memorandum of Understanding—The Pullman Company, May 1946. 2pp.**
Major Topic: Memorandum of understanding regarding hourly wage increase.
- 0317 Memorandum of Understanding—The Pullman Company (2½ Cent Additional Wage Raise), June 1948. 3pp.**
Major Topic: Memorandum of understanding regarding hourly wage increase.
- 0320 Memorandum of Understanding—Pullman Company (Porters Excused from Assignment), 1946. 5pp.**
Major Topic: Memorandum of understanding regarding operation of extra employees out of home station.
- 0325 Memorandum of Understanding—Pullman (Education under Servicemen's Readjustment Act), 1947. 3pp.**
Major Topic: Memorandum of understanding regarding leaves of absence to obtain vocational rehabilitation or education or training under the Servicemen's Readjustment Act of 1944.
- 0328 Memorandum of Understanding—Amendment No. 1 to Rule 43 (Pullman), 1948. 2pp.**
Major Topic: Memorandum of understanding relating to temporary discontinuance of assignments.
- 0330 Memorandum of Understanding—Application of Paragraph (i); Rule 2; Rule 15; and Rule 16 (Pullman), 1948. 2pp.**
Major Topic: Memoranda of understanding relating to overtime rates of pay, payment of overtime credits, and additional pay when used on layover or relief days.
- 0332 Memorandum of Understanding Concerning Trial Period of Rule 46—Pullman, 1953. 4pp.**
Major Topic: Memorandum of understanding regarding the operation of extra porters out of home station.
- 0336 Memorandum of Understanding Concerning Molestation Cases—Pullman, 1953. 3pp.**
Major Topic: Memorandum of understanding regarding hearings in molestation cases.

Menus

- 0339 Menus—Pullman, 1950. 8pp.**

Miscellaneous

0347 Miscellaneous—Pullman, [1956–1965]. 144pp.

Major Topics: Raid on BSCP jurisdiction by Dining Car Employees Local 354 of the Hotel and Restaurant Employees and Bartenders International Union (HREBIU); BSCP–Pullman Company negotiations regarding stabilizing employment; BSCP problems involving transfer of sleeping cars from Pullman Company to railroads; discontinuance of Pullman Agency at Roanoke, Virginia; discontinuance of Pullman Company group insurance policy; list of Pullman porters employed by New York Central; synopsis of duties required of attendants operating on New York Central sleeping cars; mediation agreement between BSCP and New York Central regarding dispute over employee representation.

0491 BSCP–Pullman Materials—Miscellaneous, [1937–1966]. 86pp.

Major Topics: Agreement regarding establishment of seniority rosters for attendants in various districts; requests for 1956 seniority rosters for Chicago Central, Western, Southern, and Eastern Districts; injury claims by Pullman employees; Porter Service Conferences; discontinuance of Pullman lines due to steel strike; strike of engineers on Spokane, Portland, and Seattle Railway; NMB opinion in the matter of arbitration between ORC&B and Pullman Company; vacation agreement with Pullman Company effective January 1, 1964; claim for separation allowance; Equal Employment Opportunity Commission civil action suit against the Atchison, Topeka, and Santa Fe Railroad and BSCP.

0577 BSCP–Pullman Materials—Miscellaneous, [1963–1978]. 114pp.

Major Topics: Wage increases of Pullman Company porters; dispute between Pullman Company and ORC&B before NRAB regarding rules violations; BSCP claims before Public Law Board No. 512 relating to separation allowances for porters; agreement relating to stabilization of employment; U.S. Court of Appeals decision finds discrimination by Pullman Company against black porters.

0691 Number of Porters in Various Districts—The Pullman Company, 1946. 3pp.

Major Topic: List of numbers of porters, maids, attendants, and busboys carried and required to fill lines and reliefs in various Pullman Company zones and districts.

Payroll Trip Reports

0694 Payroll Trip Reports—Pullman, 1952. 52pp.

Major Topics: Inauguration of new payroll trip report form for porters assigned to Chicago Northern District; instructions to porters for making entries on payroll trip report forms.

Pickens Railroad Matter

0746 Pickens Railroad Matter, 1966. 4pp.

Major Topic: Porter grievances relating to unfair treatment during Pickens Railroad Bankers Special.

Placed Employees

0750 Placed Employees—O.D.T. Order #53 (Pullman), 1945. 5pp.

Major Topic: Statement showing number of car service employees displaced from regular assignments by application of Office of Defense Transportation Order #53.

Pooled Lines

0755 Pooled Lines (The Pullman Company), 1947. 11pp.

Major Topics: BSCP request for list of porter operations that were pooled in order to reduce porter expense with recent increase in wages; BSCP opposition to pooling of sleeping car runs by Pullman Company.

0766 Pooled Lines—Pullman (Report of Pooled Lines in Zone), 1948. 76pp.

Major Topics: BSCP request for list of porter operations that were pooled in order to reduce porter expense with recent increase in wages; BSCP opposition to pooling of sleeping car runs by Pullman Company; reports relating to porter operations on pooled runs on various lines.

Porter Situation

0842 Porter Situation—Pullman (Regular-Extra-Furloughed), 1955. 18pp.

Major Topics: Lists giving figures for number of regular, extra, and furloughed porters in various Pullman Company regions and districts; information report on BSCP members furloughed from Pullman; agreement relating to health and welfare benefits; information on Pullman pay rates.

REEL 6

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS CONT.

Preparatory and Release Time

0001 Preparatory and Release Time (Pullman), [1937–1938]. 199pp.

Major Topics: Information relating to preparatory and release times on various lines in various Pullman districts; agreement relating to investigation of preparatory and release times on all runs; rest periods for porters; instructions relating to duties of porters; schedule of preparatory and release time allowances for porters and attendants.

0200 Release and Preparatory Time, 1938. 21pp.

0221 Preparatory and Release Time (Pullman), [1938]. 161pp.

Major Topics: Schedule of preparatory and release time allowances for porters and attendants; information relating to preparatory and release times on various lines in various Pullman districts; record of sleep allowed porters in extended special tour service.

0382 Memorandum—Release Time, 1943. 2pp.

0384 Preparatory and Release Time (Pullman), 1958. 8pp.

Major Topics: Pullman Company position on preparatory and release time allowances for porters and attendants; schedule of preparatory and release time allowances for porters and attendants.

Proration of Time

0392 Proration of Time—Pullman Conductors (Court Case), 1955. 7pp.

Major Topic: Case of *Pullman Company v. Attorney General and Director of the State Department of Labor of Illinois* regarding prorating time for conductors.

Pullman Finances

0399 Data on Pullman Finances—1941 Negotiations, n.d. 3pp.

Major Topic: Statement showing effect of BSCP proposals upon employment status of porters, maids, and attendants.

Reduction of Hours

0402 Record of the Time Required to Put Away Car on Arrival, n.d. 3pp.**0405 Reduction of Hours—Pullman (Proposed), 1949. 39pp.**

Major Topics: Pullman Company proposals for conference on rules revision held on July 5, 1949; agreement for establishment of forty-hour work week; rules relating to periodic relief in overnight runs and operation of extra employees out of home station; proposed changes in rules dealing with pay rates, sleep periods, basis for crediting days and hours in road service, deadhead service, payment of overtime credits, and layovers applicable to incompleting service; BSCP–Pullman Company vacation agreement.

0444 Orders of Railway Conductors—Reduction of Hours (Recommendation of Emergency Board), 1961. 12pp.

Major Topics: Report of Emergency Board on ORC&B's rules dispute with Pullman Company; rule relating to hours of basic month.

0456 Reduction of Hours—General, 1962. 33pp.

Major Topics: BSCP fight for shorter work month and stabilization of employment; analysis of BSCP member benefits; results of *Pullman Company v. ORC&B* lawsuit; BSCP evidence to be compiled for use in Emergency Board proceedings on wages, hours, and job protection case.

0489 Reduction of Hours—Pullman, 1962. 136pp.

Major Topics: NMB proceedings in the matter of rail carriers, represented by Eastern, Western, and Southeastern Carriers' Conference Committees, and their employees, represented by Brotherhood of Railroad Trainmen; sleeping car attendant seniority roster for Chicago District, New York Central Railroad; list of Pullman sleeping and club car lines operating out of Chicago District; BSCP–Pullman Company negotiations for revision of agreement on rates of pay and working conditions; BSCP request for reduction in basic hours of work per month, job protection and wage increase; BSCP strike instructions; expenses of porters away from home terminals; A. Philip Randolph's statement at Emergency Board hearings.

0625 Emergency Board—Hours Reduction, Employment Stabilization and Wage Case; BSCP, 1961–1963. 110pp.

Major Topics: Reports on employee protection and job insecurity of sleeping car porters prepared by Labor Bureau of the Middle West; Pullman porters' 1963 wage and rules case before President's Emergency Board No. 155; BSCP demand for six months' advance notice of job abolishment or reduction in forces.

0735 Reduction of Hours Negotiations (Report to President by the Emergency Board), 1963. 49pp.

Major Topics: Report on recommendations of President's Emergency Board regarding reduction of hours; BSCP–Pullman Company dispute regarding reduction of hours, wage increase, and job security; A. Philip Randolph's statement following release of report.

Seniority Rosters

- 0784 “Roster Situation in Western and Milwaukee Agency Districts,” 1944. 4pp.**
Major Topic: Seniority roster for Chicago Western District.
- 0788 Seniority Rosters—Chicago, 1964. 15pp.**
Major Topics: Porters’ seniority roster for Chicago District; payment of sickness benefits under the Railroad Unemployment Insurance Act.
- 0803 Seniority Roster (Pullman), 1965. 47pp.**
Major Topic: Pullman Company seniority rosters for 1964 and 1965.

Separation Allowances

- 0850 Copies of Original Pullman Employment Applications for Chicago District Porters in Regard: Separation Allowances, 1968. 17pp.**
- 0867 Pullman Porters Not Paid Separation, 1969. 28pp.**
Major Topic: BSCP efforts to collect separation allowances from Pullman Company on behalf of porters.

REEL 7

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS CONT.

Separation Allowances cont.

- 0001 Separation Allowance Claims, 1969–1970. 93pp.**
Major Topics: BSCP claims on behalf of porters for separation allowances from Pullman Company; memorandum of understanding between Pullman Company and the ORC&B regarding job stabilization in the form of financial protection; Public Law Board No. 512’s findings regarding BSCP separation allowance claims against Pullman Company.
- 0094 Separation Allowance Claims, 1969–1970. 255pp.**
Major Topics: BSCP claims on behalf of porters for separation allowances from Pullman Company; memorandum of agreement regarding stabilization of employment; Public Law Board No. 353’s findings regarding BSCP separation allowance claims against Pullman Company.
- 0349 Separation Pay—Miles et al. v. Pullman Company et al., 1971–1974. 94pp.**
Major Topics: Complaint for breach of contract filed by Jerome Miles against Pullman Company and BSCP in U.S. District Court for the Northern District of Illinois and U.S. Supreme Court; memorandum of agreement between Pullman Company and ORC&B regarding job stabilization in the form of financial protection.
- 0443 Separation—Various Plaintiffs, [1968–1971]. 42pp.**
Major Topics: Agreement regarding job protection and separation allowances; situation stemming from railroad takeover of sleeping car operations; claims by porters for separation allowances from Pullman Company.

Special Tax

- 0485 \$25 Special Tax—Chicago Pullman (Letters to Non-Payers), 1962. 8pp.**
Major Topic: Letters from BSCP to members in Chicago Division failing to pay \$25 special assessment.

Storeroom Non-Clerical Employees

- 0493 Organization Committee—Storeroom Non-Clerical Employees, 1947. 5pp.**
Major Topic: List of members of organization committee for storeroom nonclerical

employees.

0498 Procedure of Cases—Storeroom Non-Clerical, 1947. 4pp.

Major Topics: BSCP appeal procedures; proposal for BSCP–Pullman Company agreement regarding storeroom nonclerical employees.

0502 Storeroom Non-Clerical Conference, 1947. 3pp.

Major Topic: Conference of storeroom nonclerical employees to gather information for new contract.

0505 Storeroom Non-Clerical Employees—Chicago, 1947. 27pp.

Major Topics: BSCP invitation to Pullman storeroom nonclerical employees to join the union; efforts to organize BSCP locals among Pullman storeroom nonclerical employees; BSCP–Pullman Company negotiations regarding new contract for storeroom nonclerical employees; list of Pullman nonclerical employees.

0532 Storeroom Non-Clerical Employees (Kansas City Division), 1947. 19pp.

Major Topics: BSCP recognized as representative for Pullman storeroom nonclerical employees; grievances of storeroom nonclerical employees in the Kansas City Division; BSCP conference to analyze proposals for new agreement for storeroom nonclerical employees; list of storeroom nonclerical employees in Kansas City Division.

0551 Storeroom Non-Clerical Employees—Twin Cities, 1947. 5pp.

Major Topic: BSCP proposals for agreement regarding wages and working conditions of Pullman storeroom nonclerical employees; list of storeroom nonclerical employees in Twin Cities area.

0556 Bulletins (Storeroom), 1949. 2pp.

Major Topic: Instructions for Pullman storeroom nonclerical employees on voting in election regarding union representation.

0558 Storeroom Non-Clerical Election, 1949. 220pp.

Major Topics: NMB hearings in the matter of union representation of Pullman storeroom nonclerical employees; report of election results for union representation for Pullman storeroom nonclerical employees; memorandum of understanding regarding leaves of absence to obtain vocational rehabilitation or education or training under the Servicemen's Readjustment Act of 1944; agreement between Pullman Company and its storeroom nonclerical employees represented by BSCP; duties of storeroom nonclerical employees; BSCP brief in storeroom nonclerical case; lists of Pullman storeroom nonclerical employees.

0778 Storeroom Non-Clerical Election, 1950. 136pp.

Major Topics: Information regarding "excepted employees" and storeroom nonclerical employees; list of day and night agents in Pullman Company districts and agencies; list of BSCP observers for storeroom nonclerical election; lists of Pullman storeroom nonclerical employees in various districts eligible to vote in election; report of results of Mediation Board election for union representation of Pullman storeroom nonclerical employees; BSCP recognized as authorized representative of Pullman storeroom nonclerical employees.

REEL 8

RECORDS OF THE BROTHERHOOD OF SLEEPING CAR PORTERS CONT. Strikes

- 0001 Brotherhood Official Strike Ballot (Reduction of Hours), 1962. 127pp.**
Major Topics: BSCP movement for a shorter work month; proceedings of ORC&B's case against Pullman Company for reduction of hours; memorandum of understanding between Pullman Company and ORC&B concerning unifications, consolidations, mergers, poolings, abandonments, in whole or in part, of carrier facilities, operations, or services; mediation agreement between Pullman Company and ORC&B regarding cost-of-living adjustments and wage increases; subjects for picket signs; BSCP strike ballot for shorter work month and job protection; strike instructions; report to the president and recommendations by Emergency Board regarding dispute between Pullman Company and BSCP; BSCP evidence for use in Emergency Board proceedings on wages, hours, and job protection case.
- 0128 Conductor's Strike Threat—The Pullman Company, 1946. 10pp.**
Major Topics: Strike notice by ORC&B; duties of members and officers in conduct of strike; Emergency Board investigation of dispute between Pullman Company and ORC&B.
- 0138 Conductor's Strike Vote—Pullman, July 8, 1952. 16pp.**
Major Topics: Tally of official strike vote by members of ORC&B; BSCP instructions relating to conductor's strike; ORC&B strike instruction; settlement of conductor's strike.
- 0154 Strike Vote—Pullman Conductors, May 1953. 29pp.**
Major Topics: Strike vote by ORC&B; ORC&B's claims against Pullman Company; mediation agreement between conductors and Pullman Company; strike instructions for ORC&B.
- 0183 Pullman Conductors' Strike, September 1954. 14pp.**
Major Topics: Strike instructions for ORC&B; ORC&B's strike ballot; BSCP operations during conductors strike.
- 0198 Pullman Conductors' Strike, 1962. 56pp.**
Major Topics: ORC&B's demand for wage increases and claims against Pullman Company; changes proposed by Pennsylvania Railroad and Pullman Company in pooling of revenues and services and in the uniform service contract; ORC&B's demands for reduction in hours, changes in working conditions, and job protection; strike instructions for ORC&B.
- 0254 Pennsylvania Strike—Pullman, 1960. 6pp.**
Major Topics: Strikes by Transport Workers Union against Pennsylvania Railroad and by Brotherhood of Railway Trainmen against Grand Trunk Railway System; BSCP request for application of vacation agreement in strike situations.
- 0260 Suggestions on Supplemental Proposals for Stabilization Negotiations with Pullman Company, 1966. 76pp.**
Major Topics: Employment stabilization negotiations and agreements; amendments to Railroad Retirement Act of 1937.

Temporary Attendants and Busboys

- 0336 Temporary Attendant and Busboy Rosters—Pullman, 1953. 3pp.**
Major Topic: Establishment of temporary attendant and busboy rosters in Pullman districts.

Time Checks

- 0339 Time Check Issuance (Pullman), 1952. 2pp.**

Major Topic: Instructions regarding issuance of time checks to car service employees.

Transfers

0341 Transfer of Vancouver Porters, 1955. 11pp.

Major Topics: Takeover of sleeping car operation by Canadian Pacific Railway; transfer of Vancouver porters to other lines.

0352 Transfer of Pullman Service to New York Central, 1958. 3pp.

Major Topic: Announcement by New York Central of their separating from services of Pullman Company.

0355 Transfer of Pullman Porters to Pennsylvania, 1962. 11pp.

Major Topics: Changes in sleeping car operations on Pennsylvania Railroad; transfer of porters and attendants to jurisdiction of Pennsylvania Railroad; ORC&B suit against Pennsylvania Railroad and Pullman Company.

Upgrading of Porters

0366 The Pullman Company concerning Upgrading of Sleeping Car Porters, 1966. 8pp.

Major Topic: BSCP–Pullman Company negotiations regarding consideration of porters for employment as sleeping car conductors.

Wage and Rules Case

0374 BSCP Wage and Rules Cases, 1963. 157pp.

Major Topics: A. Philip Randolph's statement on porter operations and basic statistics at Emergency Board hearings in dispute with Pullman Company; Pullman porters' 1963 wage and rules case before President's Emergency Board No. 155; BSCP proposals regarding wage increase and reduction of hours.

0531 BSCP Wage and Rules Case, 1963. 23pp.

Major Topics: Pullman porters' 1963 wage and rules case before President's Emergency Board No. 155; operation of Pullman porters and basic statistics; BSCP wage increase proposal.

0554 Wage and Rules Case, 1963 [1]. 108pp.

Major Topics: Hearings before Select Subcommittee on Labor of the House Committee on Education and Labor; report and recommendations of the Emergency Board in dispute between Pullman Company and ORC&B.

0662 Wage and Rules Case, 1963 [2]. 18pp.

Major Topics: Pullman Company exhibits in porters' 1963 wage and rules case; Pullman porters' 1963 wage and rules case before President's Emergency Board No. 155; BSCP proposals regarding reduction of hours.

Wages

0680 Wage Increase—Canadian (Application), 1946. 58pp.

Major Topics: Applications of 1944 and 1946 wage agreements to employees of American railways operating in Canada; proposals for agreement between Canadian Pacific Railway and BSCP; 1946 BSCP–Pullman Company wage increase agreement.

0738 Pay for Porters Running In-Charge (Pullman), 1947. 4pp.

Major Topic: Payment for porters required involuntarily to take in-charge

instructions.

- 0742 Wage Increase—Pullman Non-Clerical (20 Cent Raise), 1947. 5pp.**
- 0747 Hourly Rates for 15½ Cent per Hour Increase, 1947. 3pp.**
Major Topic: Range of rates paid storeroom nonclerical and miscellaneous nonclerical employees in repair shops.
- 0750 Increase in Pay—Pullman (25 Cents per Hour). 4pp.**
Major Topic: BSCP request for hourly wage increase.
- 0754 Basic Rates of Pay for Pullman Porters, January 1952. 6pp.**
- 0760 Rates of Pay—Pullman, 1952. 4pp.**
Major Topic: Minimum rate of pay for Pullman porters.
- 0764 Wage Increase—Pullman (4 Cents per Hour), April 14, 1953. 9pp.**
Major Topic: BSCP request for hourly wage increase.
- 0773 In-Charge Pay Increase (Pullman), 1953. 21pp.**
Major Topic: Changes in rate of pay for porters when engaged in “in-charge” service.
- 0794 Earnings of Chicago Porters (Pullman), 1955. 10pp.**
- 0804 Increase in Pay—Pullman (Negotiations for 25 Cents per Hour), 1955. 8pp.**
Major Topic: BSCP proposal for hourly wage increase.
- 0812 Wage Increase—Pullman (13½ Cents per Hour and Health and Welfare), December 1, 1955. 11pp.**
Major Topics: Agreement regarding hourly wage increase and health and welfare benefits; Traveler’s Insurance plan for Pullman employees.
- 0823 Payment of Wages in New York State, 1955. 3pp.**
Major Topic: BSCP request to continue thrice monthly payment of wages to Pullman employees in New York State.
- 0826 Wage Increase—Pullman (10 Cents per Hour Wage Increase–Cost of Living Adjustment–Increased Health and Welfare), November 1, 1956. 17pp.**
Major Topic: Agreement regarding hourly wage increase, cost of living adjustments, and increased health and welfare benefits.
- 0843 Increase in Pay—Pullman (Negotiations for 25 Cents per Hour Increase), 1956. 18pp.**
Major Topic: BSCP proposals for hourly wage increase, overtime, and holiday pay.
- 0861 3 Cents per Hour Increase—Pullman (Cost-of-Living Adjustment), May 1, 1957. 2pp.**
- 0863 [Untitled Folder, 1958.] 9pp.**
Major Topics: Rates of pay for porters when engaged in “in-charge” service; basic pay rates for Pullman employees.
- 0872 Cost-of-Living Adjustment—Pullman (4 Cents per Hour Increase in Pay), May 1, 1958. 2pp.**
- 0874 Wage Increase—Pullman (1 Cent per Hour Cost of Living), November 1, 1958. 3pp.**
- 0877 Increase in Pay—Pullman (3 Cents per Hour Cost of Living), 1959. 2pp.**
 [Note: Due to a filming error Frame 0879 was inadvertently duplicated.]
- 0879 Increase in Pay—Pullman (1 Cent per Hour Cost of Living), April 27, 1960. 1pp.**

0880 Wage Increase Negotiations—Pullman (25 Cents per Hour), 1961. 9pp.

0889 Basic Monthly Rates—Pullman Attendants, n.d. 5pp.

0894 Basic Monthly Rates—Pullman Porters, n.d. 4pp.

0898 Pullman Rates of Pay, n.d. 3pp.

0901 [Untitled Folder, 1965]. 6pp.

Major Topic: Pullman Company rates of pay.

Yard Forces

0907 Yard Forces (Total Employees), 1948. 2pp.

Major Topic: Figures on number of car men employed by Pullman Company in its repair shops, districts, and agencies.

Zone and District Superintendents

0909 Zone and District Superintendents—The Pullman Company, 1947. 7pp.

REEL 9

RECORDS OF THE PULLMAN COMPANY FROM THE NEWBERRY LIBRARY, CHICAGO, ILLINOIS Labor Unions, Negotiations, and Agreements

0001 File 2090 Folder 1, 1924 Minutes. Porters and Maids Agreement. 172pp.

Major Topics: Minutes of March 1924 conferences between Pullman Company and elected representatives of the porters and maids to negotiate an agreement on rules governing working conditions.

0173 File 2090 Folder 2, Agreement of April 1, 1924, between the Pullman Company and its Porters and Maids. 44pp.

0217 File 2091 Statement Showing Total Number of Votes Cast in the 1926 Election for Delegates to the 1926 Agreement Conference. 6pp.

[Note: No file 2091-2 was found in the Pullman Co. collection.]

0223 File 2091-3 Tabulation Sheets Showing Results of Nomination Elections...Held December 15, 1925, to Nominate Representatives of Porters and Maids for...1926. 226pp.

Major Topics: Tabulation sheets showing results of nomination elections in various districts and agencies held December 15, 1925 to nominate representatives of porters and maids for negotiation of revised agreement of February 15, 1926; agreement between Pullman Company and its porters and maids governing working conditions effective February 15, 1926.

0449 File 2091-4 [1925–1926], Propaganda. Bills, Posters, Stickers, etc. Sent Out by the Brotherhood of Sleeping Car Porters in 1926–1927. 81pp.

Major Topics: Propaganda sent out by BSCP in 1926 and 1927; BSCP efforts to unionize Pullman porters; wages and working conditions of Pullman porters; voting for Pullman employees representation plan; report on mass meeting held by A. Philip Randolph in St. Louis, Missouri; U.S. Mediation Board hearings on union representation for Pullman porters.

0530 File 2091-4 [1927], Propaganda. Bills, Posters, Stickers, etc. Sent Out by the Brotherhood of Sleeping Car Porters in 1926–1927. 87pp.

Major Topics: Propaganda sent out by BSCP in 1927; BSCP urges porters not to vote on Pullman employees representation plan; Pullman Company reprisals

against employees; Pullman Company employee spies; alleged BSCP threats against Pullman employees; rise in membership of Pullman Porters Union; U.S. Mediation Board hearing on BSCP case regarding union representation for Pullman porters; meeting between A. Philip Randolph and A. L. Totten in Washington, D.C.; amount of tips given to Pullman porters; report on mass meeting held by A. Philip Randolph in St. Louis, Missouri.

0617 File 2091-4 [1928], Propaganda. Bills, Posters, Stickers, etc. Sent Out by the Brotherhood of Sleeping Car Porters in 1926–1927. 13pp.

Major Topics: Propaganda sent out by BSCP in 1928; activities of BSCP organizers; Pullman Company violations of contract with porters; Pullman Company's use of employee spies; Pullman Company efforts to force participation in voting for employees' representation plan.

0630 File 2091-4 [n.d.], Propaganda. Bills, Posters, Stickers, etc. Sent Out by the Brotherhood of Sleeping Car Porters in 1926–1927. 32pp.

Major Topics: Fourteen points why Pullman porters should organize their own union; BSCP urges strike vote for Pullman porters; BSCP emergency and welfare fund campaign; New York Citizens Committee of One Hundred in Behalf of Pullman Porters and Maids; use of intimidation and threats by Pullman Company to get porters and maids to vote in election.

0662 File 2091-5, Agreement between the Pullman Company and Its Porters and Maids Effective February 15, 1926. 12pp.

0674 Black Binder. News Clippings and Documents re United States Mediation Board and Sleeping Car Porters, 1927; News Clippings "Against Randolph," 1927. 94pp.

Major Topics: NMB hearings on BSCP case regarding union representation for Pullman porters; BSCP relations with Pullman Company; tipping issue; Communist meeting in Chicago to protest oppression of Negroes; Pullman Company reprisals against employees for union activities; New York Citizens Committee of One Hundred; allegations of Negro involvement with communism; Pullman Company collection of derogatory newspaper clippings on A. Philip Randolph.

0768 File 2092, Minutes of Porters and Maids Wage Conference, May 20th to June 6th to Negotiate Relative to a Revision of Agreement dated February 15, 1926, Governing Working Conditions, 1929. 181pp.

0949 File 2092, Agreement between Pullman Company and Its Porters and Maids, June 1, 1929. 11pp.

Major Topic: Agreement between Pullman Company and its porters and maids governing working conditions effective June 1, 1929.

[Note: Files 2093, 2094, and 2095-1–2 were not found in the Pullman Company Collection.]

REEL 10

RECORDS OF THE PULLMAN COMPANY
FROM THE NEWBERRY LIBRARY, CHICAGO, ILLINOIS CONT.
Labor Unions, Negotiations, and Agreements cont.

0001 File 2095-3, Reports on Porters Idle Time [1936–1937]. 91pp.

Major Topic: Reports on porters' "idle time" on various runs.

0092 File 2095-4, Porters Agreement, October 1, 1937. Miscellaneous Statistics. 95pp.

Major Topics: BSCP negotiations regarding basic month for porters, attendants, and maids; statistics relating to number of porters on the rolls, ownership of homes and cars by porters, rates of pay, regular station duty requirements, porter assignments, and death rate and accident experience of Pullman employees; lists of wages and occupations appearing on Pullman work applications; analysis of method of computing time for porters; reports on porter operations; ORC&B–Pullman mediation agreement.

0187 File 2095-5, Porters Agreement, October 1, 1937. Miscellaneous. 81pp.

Major Topics: BSCP negotiations regarding basic month for porters, attendants, and maids; list of lines in which number of employees would be increased or decreased under new agreement; BSCP rule proposals; resignation of porters during 1936; provisions of Canadian Pacific porters' agreement; memorandum of agreement under Pullman plan of employee representation; index to porters' agreement effective June 1, 1929; reporting and release time of porters; reports on porter operations; suggestions for controlling car service employee expense.

0268 File 2095-6, Record of Distribution of Porters Agreement of October 1, 1937, and the Mediation Agreement of August 25, 1937, to All District Officers and Agents and to All Officers in the General Offices. 40pp.

Major Topics: Record of distribution of porters' agreement of October 1, 1937 and mediation agreement of August 25, 1937 to all district officers and agents and to all officers in general offices; BSCP–Pullman mediation agreement; BSCP–Pullman agreement regarding rates of pay and rules governing working conditions.

0308 File 2095-7, Statement Showing Number of Employees Filling Lines Which Fall in Their Various Hourly Brackets. 47pp.

[Note: No file 2095-8 was found in the Pullman Company Collection.]

0355 File 2095-9 (1935–March 1936) History of Porters Agreement of October 1, 1937, from the Start of Mediation Proceedings on January 23, 1936. 42pp.

Major Topics: Union representation election for Pullman porters and maids; mediation proceeding for ORC&B–Pullman dispute regarding working conditions and for BSCP–Pullman dispute regarding rates of pay and working conditions; annual Pullman payroll expense for porters and maids; NMB recognition of BSCP as collective bargaining agent for Pullman porters and maids.

0397 File 2095-9 (April–May 1936) History of Porters Agreement of October 1, 1937, from the Start of Mediation Proceedings on January 23, 1936. 107pp.

Major Topics: Minutes of mediation proceedings in BSCP–Pullman dispute regarding rates of pay and working conditions; denial of request for representation for Pullman Porters and Maids Protective Association at mediation hearings; proposals regarding rest periods, basic month, and meal and sleep periods for porters.

0504 File 2095-9 (June 1936) History of Porters Agreement of October 1, 1937, from the Start of Mediation Proceedings on January 23, 1936. 74pp.

Major Topics: Minutes of mediation proceedings in BSCP–Pullman dispute regarding rates of pay and working conditions; proposals relating to rules on assignments to service, basic month, and overtime.

0578 File 2095-9 (July 1936–September 1940) History of Porters Agreement of October 1, 1937, from the Start of Mediation Proceedings on January 23, 1936. 143pp.

Major Topics: Minutes of mediation proceedings in BSCP–Pullman dispute regarding rates of pay and working conditions; compromise proposals relating to rules on excess time in regular assignments, overtime, applying progressive rates of pay, seniority rosters, computation of time, and deadhead service; cleaning interior of cars, relief on night runs, sleep periods on overnight runs, discipline and adjustment of grievances; NMB arbitration agreement of August 1937; Pullman Company counterproposals.

0721 Agreements, 1935, 1937. 45pp.

Major Topic: BSCP–Pullman agreements on wages and working conditions effective October 1, 1935 and October 1, 1937.

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