

**NEW YORK, ONTARIO & WESTERN  
RAILWAY CO.**

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**RULES AND REGULATIONS**

RELATIVE TO

**TRAIN AND YARD SERVICE.**

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**IN EFFECT MAY 1ST, 1900.**

# **New York, Ontario & Western Railway Co.**

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## **RULES AND REGULATIONS RELATIVE TO TRAIN AND YARD SERVICE.**

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It is the purpose of the following rules to institute a consistent system of promotion, and to give preference to men of experience now in the service, but the officers of this Company may at any time fill any vacancy by appointment or selection, or employ men in any capacity whenever they deem it necessary or desirable.

## I.

Seniority will be the rule for promotion or advancement in the train service when merited by faithful discharge of duty, and when the employé has shown capacity for increased responsibility.

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## II.

The order of promotion will be:

- (1) Trainman to Train Baggage-master or (2) Flagman.
- (2) Flagman to Yard Conductor or (3) Freight Conductor.
- (3) Freight Conductor to milk train or (4) Passenger Conductor.

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## III.

A record or lineal list of all employés in the train and yard service will be kept, which will be accessible at any time to any employé whose name is on such record.

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## IV.

No distinction will be made between the road and yard service as to rights, except as to Yardmen at Middletown, and provided that Conductors and Yardmen who have not served on the road within one year will not be eligible to promotion from the yard to the road service

until they have again served in the next lower grade a sufficient time to become familiar with its duties; and, provided also, that the consecutive order of promotion specified above is observed.

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## V.

The Trainman, Flagman or Conductor, in the order of his seniority, will be promoted according to his ability, which will be determined by examination.

Any employé failing to pass the first examination may have a second examination, and failing in that shall go behind all others in his grade of the service.

Examination should be on the following subjects: Book of Rules, Special Rules and Current Time Tables, Physical Characteristics of the Road, Stations, Switches, Crossings, etc., Train Reports and Train Appliances.

An employé in the train service before being promoted will be required to have a certificate from one of the Company's Medical Examiners to the effect that he has no defects of hearing or eyesight, or other physical disabilities which will incapacitate him for such service.

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## VI.

Vacancies as they occur in the positions of Conductors, Flagmen, Train Baggage-masters (all service) and Trainmen (regular service), Yard Conductors and Yardmen, will be advertised by bulletin for ten (10) days.

Vacancies in the position of Yardmaster will generally be filled by appointment, and any employé accepting

such a position will not lose any rights he may have had in the train service at the date of such appointment.

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#### VII.

No employé will be suspended without cause, or discharged without a hearing or investigation, which will be given promptly.

Employés, when discharged or suspended, will receive due notice to that effect within a reasonable time after investigation.

Any employé who may have been suspended, and afterwards found blameless, will receive pay for the time lost.

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#### VIII.

Employés will be granted leave of absence on their request, as soon as practicable, whenever they wish to appeal to any Officer of the Company, and the right of appeal to any Officer is accorded to all employés.

Leave of absence should be limited to sixty days, except in case of sickness or other disability, and may be extended at the discretion of the Superintendent.

Any employé who has been in the service three months will, upon leaving, receive a service card or letter stating employment, time of service, and cause of leaving.

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#### IX.

Callers will be provided at Norwich to call except passenger and way-freight crews; at Mayfield Yard to call

all extra crews, and notify regular crews of the annulment of their trains; and at Middletown to call all crews between 9 p.m. and 7 a.m. Crews will be called one hour, as near as may be, before the leaving time of their trains.

Employés shall have eight hours' rest after sixteen hours continuous service, except in case of wreck, wash-out, or other emergency.

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#### X.

In passenger, milk train and branch service, the rates, runs and time allowance will remain as at present; schedules A, B, C.

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#### XI.

In freight and extra service, one hundred miles or less will be a day's work, and overtime will be allowed for each hour after twelve hours' continuous service at one-tenth the rate per day.

Overtime on turn-around runs will be computed from the time required to be on duty at terminal until arriving time at terminal after twelve hours, on the basis of ten miles per hour.

Less than thirty minutes will not be considered, and over thirty minutes will be considered one hour,

Train crews when called for duty, and if held under orders for not more than six hours, shall receive one-half day; for more than six hours, one day.

Train crews will receive actual mileage for all miles made in doubling when the total mileage made exceeds the constructive mileage allowed for the run.

The rates, runs and time allowance in the regular and extra freight service and mine runs, are shown under schedule D; the way-freight service in schedule E; and the yard service in schedule F.

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## XII.

Time slips covering overtime or special service will be sent to the Superintendent for approval and check, and sent by him to the Time Clerk, and employés notified when such slips are not approved.

Employés attending court or other business of the Company by order of the Superintendent, will be allowed their regular rates of pay; and when dead-heading, half-pay.

Flagmen, Trainmen, or Train Baggage-men, when allowed to sign train orders, and in charge of the train, will be allowed Conductor's pay.

The extra time will be divided as far as practicable, among the extra men, and no more men will be retained in the train service than necessary to do the work.

It is the policy of the Company to furnish employment for disabled employés at such work as they may perform without danger to public safety or the Company's property.

**E. CANFIELD,**  
GEN'L SUPERINTENDENT.

May 1, 1900.

## SCHEDULE "A."

### PASSENGER TRAIN SERVICE.

Trains.	BETWEEN	Miles per Day.	RATES PER DAY.			Time allowed in Days.
			Conduc- tor	Baggageman.	Train man.	
1-2	Weehawken and Walton.....	179	\$3.40	} Three men between W'ken & Oswego, \$60 per month	} \$1.80	1
1-2	Walton and Oswego .....	146	"			"
3-4	Weehawken and Sidney .....	262	"	\$1.90	"	1 1/4
5-6	Weehawken and Walton.....	179	"	} Three men between W'ken & Oswego, \$65 per month	} " "	1
5-6	Walton and Oswego.....	146	"			"
7-8	Weehawken and Rockland.....	135	"	\$1.90	"	1
13-14	Delhi and Norwich.....	128	"	"	"	1
13-14 57-58	} Norwich and Utica .....	162	"	} \$60 per month. Two men run around on 41 and 42	} " "	1
15-16						
15-16	Ellenville and Weehawken .....	202	"	"	"	1 1/4
17-18	Weehawken and Rockland .....	135	"	"	"	1
41-42	Norwich and Oswego.....	200	"	} \$66 per month. Two men run around on 13, 14, 47, 58	} " "	1 1/2
1-2 65-66	} Utica and Randallsville.....	124	"			
201-202				} Cadosia and Scranton.....	142	"
206-207						
202-205						
208-209						
203-204	" " .....	142	"	"	"	1
	" " .....	108	"	"	"	1

6

**SCHEDULE "B."**  
MILK TRAIN SERVICE.

Trains.	BETWEEN	Miles per Day.	RATES PER DAY.			Time allowed in Days.
			Conduc- tor.	Baggage- man.	Train- man.	
9-10	Middletown and Weehawken.....	†156	\$4.25	\$2.65	\$2.55	1
9-10	Middletown and Edmeston .....	154	"	"	"	1
9-10	Sidney and Oneida.....	134	3.50	2.10	2.00	1
11-12	Middletown and Weehawken.....	156	3.10	1.90	1.80	1
11-12	Middletown and Walton.....	101	"	"	"	1
59-60	Utica and Randallville.....	100	"	"	"	1

10

† The allowance on 9 and 10 between Middletown and Weehawken is on account of men watching cars at milk platform.

**SCHEDULE "C."**  
BRANCH TRAIN SERVICE.

Trains.	BETWEEN	Miles per Day.	RATES PER DAY.			Time allowed in Days.
			Conduc- tor.	Baggage- man.	Train- man.	
150-151-152 } 153-154-155 } 156-157-158 }	Ellenville and Summitville.....	64	\$3.40	\$1.90	\$1.80	1
161-162-163 } 164-165-166 } 167-168 }	Walton and Delhi.....	102	3.10	"	"	1
172-171 } 1 5-176 }	Sidney and Edmeston.....	128	"	"	"	1½
181-182-183 } 184-185-186 }	Clinton and Rome.....	52	"	"	"	1

11

### SCHEDULE "D."

THROUGH FREIGHT AND COAL SERVICE.

BETWEEN	Miles.	RATES PER DAY.			Time allowed in Days.	Overtime allowed at rate of 1-10th per hour after
		Conductor.	Baggage man.	Trainman.		
Middletown-Weehawken and return...	156	\$3.10	\$1.90	\$1.80	1 3/4	21 hours
Middletown and Summitville; three trips	90	"	"	"	1	12 "
Middletown-Cadosia and return.....	164	"	"	"	1 3/4	21 "
Middletown and Norwich.....	146	"	"	"	1 1/2	18 "
Mayfield and Middletown.....	122	"	"	"	1 3/4	15 "
Mayfield and Norwich.....	105	"	"	"	1 1/2	14 "
Mayfield-Cadosia and return.....	80	"	"	"	1 1/2	12 "
Mine Runs.....	72	"	"	"	1	12 "
Sidney and Summit, three trips.....	72	"	"	"	1	12 "
Norwich and Summit, three trips.....	78	"	"	"	1	12 "
Norwich and Randallville, two trips...	76	"	"	"	1	12 "
Norwich-Oneida and return.....	84	"	"	"	1	12 "
Norwich-Clinton and return.....	82	"	"	"	1	12 "
Norwich-Utica and return.....	100	"	"	"	1	12 "
Norwich and Oswego.....	100	"	"	"	1	12 "
Norwich and Oswego, and doubling } Smyrna.....	108	"	"	"	1 1-12th	13 "

12

### SCHEDULE "E."

WAY AND LOCAL FREIGHT SERVICE.

Trains.	BETWEEN	Miles per Day.	RATES PER DAY.			Time allowed in Days.	Overtime allowed at rate of 1-10th per hour after
			Conductor.	Flagman.	Trainman.		
19-20	Walton and Livingston Manor.	100	\$3.10	\$2.00	\$1.90	1	12 hours
21-22	Cornwall "	76	"	"	"	1	" "
27-28	Walton and Norwich.....	94	"	"	"	1	" "
47-43	Utica and Randallville.....	82	"	"	"	1	" "
40-50	Norwich and Oswego.....	100	"	"	"	1	" "
234-239	Cadosia Scranton & Mayfield Yd.	68	"	"	"	1	" "
232-231	} Carbondale and Scranton.....	64	"	"	"	1	" "
236-235		Mayfield Yard and Cadosia.....	40	"	"	"	1
†237							

13

† Crew goes on duty at 10 00 a.m., does switching and transferring at Mayfield Yard and Carbondale until 2.30 p.m.



## SCHEDULE "F."

### YARD SERVICE.

STATIONS.	RATE PER DAY.	
	Conductor.	Yardmen.
Middletown.....	\$2.50	\$1 90
Mayfield Yard.....	2 25	"
Sidney.....	"	"
Norwich.....	"	"
Utica.....	"	"
Oneida.....	.....	"
Oswego.....	\$2.25	"