

Negotiations between the carriers and the nonoperating unions (other than those before this Board) had resulted in a modification of the period of service required for 3 weeks vacation, and the withdrawal of all other issues by both carriers and unions. Since this agreement by the parties established a pattern for the nonoperating employees of the industry, the Board recommends that the present rule be modified to grant three weeks vacation after 10 years of service, rather than after 15 years of service. The Board recommends that all other proposals by both parties be withdrawn. This recommendation does not constitute a judgment on the merits of these proposals, but in the absence of a clear showing of an existing inequity, the Board adheres to the pattern arrived at by the carriers and other nonoperating unions.

### VIII. DURATION

The duration of the agreement has already been considered by the Board in its recommendations on the general wage issue.

To summarize, the Board recommends that the agreement should be on two-year duration running from January 1, 1967, to December 31, 1968, with the understanding that the general wage issue may be reopened on December 31, 1967.

### IX. CONCLUSION

It is the Board's considered judgment that the findings and recommendations set forth in this report provide a fair and equitable basis upon which the parties should be able to reach agreement in the settlement of this dispute.

Respectfully submitted,

- (S) David Ginsberg,  
DAVID GINSBERG, *Chairman.*
- (S) Frank J. Dugan,  
FRANK J. DUGAN, *Member.*
- (S) John W. McConnell,  
JOHN W. McCONNELL, *Member.*