

- (5) Lease or purchase equipment or component parts thereof, the installation, operation, maintenance or repairing of which is to be performed by other than employees of the carrier;
- (6) Voluntarily or involuntarily discontinue contracts whereunder a carrier performs service for another carrier or for any other party;
- (7) Effect technological changes;
- (8) Install labor saving equipment and machinery;
- (9) Trade in and repurchase equipment or exchange units;
- (10) Make effective any other changes in work assignments or operation;
- (11) Consolidate, merge or eliminate one or more seniority rosters or districts required to accomplish or fully realize the benefits of the introduction of a technological, operational or organizational change such as those set forth in items (1) through (10) above.

(b) Eliminate all agreements, rules, regulations, interpretations and practices, however established, which provide for any payments to employees adversely affected as a result of the technological, operational or organizational changes set forth in paragraph (a) hereof.

All agreements, rules, regulations, interpretations and practices, however established, which conflict with the above shall be eliminated, except that any existing rules, regulations, interpretations or practices considered by the carrier to be more favorable may be retained.

ENTERING RATES

Establish a rule, or amend existing rules, to provide that entering rates of pay for all basic hourly rated employees, except journeymen mechanics represented by the organizations signatory to this agreement, shall be 80% of the established rates, with increases of four percent (4%) of the established rate effective on completion of the first and each succeeding year of compensated service until the established rate is reached.

All agreements, rules, regulations, interpretations and practices, however established, which conflict with the above shall be eliminated, except that any existing rules, regulations, interpretations or practices considered by the carrier to be more favorable may be retained.

COMPULSORY RETIREMENT

All employees subject to the provisions of this agreement who are seventy years of age or over must retire from active service no later than ninety days subsequent to the effective date of this agreement. Thereafter, the mandatory retirement age shall be progressively lowered until it is 65 in accordance with the following schedule:

	Years of age
July 1, 1967.....	69
January 1, 1968.....	68
July 1, 1968.....	67
January 1, 1969.....	66
July 1, 1969.....	65

Existing agreements which provide for retirement at an earlier age than herein set forth remain in full force and effect.

All agreements, rules, regulations, interpretations and practices, however established, which conflict with the above shall be eliminated, except that any existing rules, regulations, interpretations or practices considered by the carrier to be more favorable may be retained.