

YARDMEN'S GUARANTEED EXTRA BOARDS

Carrier will establish guaranteed conductor, brakemen and/or yardmen extra boards at each location where extra boards are presently in effect.

New hires shall have their guarantee reduced by the percentage applicable to the employee's earnings in Article IV, Section 6 of the October 31, 1985 National Agreement.

a. Positions on the guaranteed extra boards will be advertised with one specified off-day each half month in accordance with applicable schedule rules. If no bids are received for a vacancy on the board, the most junior yardman on the reserve board will be recalled and will be entitled to displacement rights.

b. Each yard extra board employee who is available for service an entire half month (except on specified off-day) will be guaranteed a monetary equivalent of 12 days pay at the yard helper rate, subject to future general wage increases and COLA adjustments. In the event all earnings (exclusive of penalty time claims) do not equal or exceed this amount, necessary adjustment will be made in the subsequent payroll period. The guarantee will be reduced by 1/15 for each calendar day or portion thereof the employee is unavailable for service.

c. The guarantee for employees added to or removed from the board on dates other than the 1st and 16th will be equivalent to 1/15 of the half-month guarantee, for each full calendar day, exclusive of off-day, they are available on the board.

d. Extra board employees shall be used on a first-in, first-out basis.

e. An extra board employee missing a call will be marked up at the foot of the board behind the yardmen tying up at that time. If the missed call was for an outside vacancy, the employee will be marked off until the employee protecting the call completes the assignment, and will be marked up behind that employee.

f. An extra board employee who lays-off will, when reporting, go back on the extra board at the bottom. This will not preclude his use, however, if he is available and his services are needed due to a shortage of yardmen. A yardman who lays off more than twice in a pay period forfeits the guarantee and shall only receive pay for work performed in that pay period. Missing a call for service shall be considered the same as laying-off under the guarantee provisions of this Agreement.

Layoffs for jury duty or bereavement leave or lay-offs by officers or committeemen laying-off for union business will not be counted as a "lay-off" toward forfeiture of guarantee in that pay period. However, if the yardman lays-off in advance of that necessary and/or does not report for service after complete or temporary release from jury duty, such time will be counted as a "lay-off" toward forfeiture of guarantee.

g. When a board is reduced, the senior employee(s) with request on file will be cut off; if none, decreases will be made in reverse seniority order. Requests must be made at least 24 hours prior to reduction and cannot be revoked without 24 hours notice.

AT FORT WORTH YARD ONLY

A. Temporary vacancies will be filled by the single, consolidated yard extra board. Positions on that board will be determined by the Order of Selection list as set forth in Section 4.

B. The BN and Santa Fe road extra boards at Ft. Worth will continue to protect road service vacancies as they did before this agreement.

AGREED UPON QUESTIONS AND ANSWERS
(GUARANTEED YARDMEN EXTRA BOARDS)

Question and Answer No. 1

Q. When will the specified off day begin and end?

A. The off day will be a calendar day (midnight to midnight), or a period of 24 hours from the time relieved or time of return to the extra board location.

Question and Answer No. 2

Q. Will an extra board employee be considered available for service on the day preceding his off day if the call for duty will result in the employee going on duty on his designated off day?

A. No. If the employee will not be on duty, or under pay, prior to midnight on the day preceding his off day, he will not be considered available for service.

Question and Answer No. 3

Q. When will the off day begin for an employee called on the day preceding his off day for an assignment which is relieved after midnight?

A. At the time relieved and will continue for 24 hours.

Question and Answer No. 4

Q. Are guaranteed extra board employees required to notify the crew caller when they begin and end observance of assigned off days?

A. Yes, and upon reporting will be marked up at the bottom of the board.

Question and Answer No. 5

Q. If an employee lays off prior to the beginning of his off day, and marks up at the end of his off day, or later, where will he be placed on the board?

A. He will be marked to the bottom of the board when he reports. The off day time will not be charged against his guarantee.

Question and Answer No. 6

Q. How is an advertised vacancy on the extra board to be handled when becoming first out?

A. It will be placed on the off board and advertised.

Question and Answer No. 7

Q. May an extra board employee move to another position on the same extra board?

A. Yes, in accordance with seniority rules, except he may not bid back on his former position, or another position with the same off day as his former position until it has been once filled and again becomes vacant, unless displaced in the interim.

Question and Answer No. 8

Q. Where does an extra board employee mark up when reporting back from compensated time off, i.e., jury duty, vacation, bereavement, etc.?

A. To the bottom of the extra board.

Question and Answer No. 9

Q. Will an employee's turn continue to move up when he is on vacation or bereavement leave?

A. No, it will be removed from the board and marked up at the bottom of the board when the employee reports.

Question and Answer No. 10

Q. What will happen to the extra board turn of the employee who bids in another assignment?

A. It will be placed on the off board and advertised.

Question and Answer No. 11

Q. Will employees exercising seniority to the extra board assume the off-day of the position?

A. Yes, and if he exercises seniority on a position on an off-day, he remains off until the off-day is over.

Question and Answer No. 12

Q. If an employee is on the extra board for three days and is on vacation the rest of the half, how will he be treated for guarantee purposes?

A. The employee would be entitled to one fifteenth of the guarantee for each of the three days, excluding a rest day, providing he remains available.

Question and Answer No. 13

Q. If an employee lays off at 11:50 p.m. and marks back up 24 hours later, how will he be treated for guarantee purposes?

A. Credit will be taken for two days, 2/15 of guarantee.

Question and Answer No. 14

Q. If an employee misses a call for an 11:00 p.m. assignment, how will he be treated for guarantee purposes?

A. He loses a day.

Question and Answer No. 15

Q. An employee on a guaranteed extra board position is displaced, and displaces onto another guaranteed extra board position. How will this affect his guarantee for that day?

A. If the displaced employee displaces another employee on the guaranteed extra board within 2 hours of the time he is notified that he is displaced, no penalty will be assessed his guarantee for that day.

Question and Answer No. 16

Q. Will earnings in excess of guarantee in one pay period be used to satisfy the guarantee the next pay period?

A. No, each pay period stands alone.

Question and Answer No. 17

Q. Will the "time in" board still be applicable, i.e., will an extra board yardman with five straight time eight hour shifts in his/her work week be run around if other extra yardmen are available?

A. No; however, the time and one-half rate will continue to apply to service in excess of five straight time eight hour shifts in a work week commencing on Monday.

Question and Answer No. 18

Q. How often will Carrier regulate guarantee boards?

A. It is anticipated they will be regulated with the same frequency as present boards, but it may be necessary to increase or decrease a board at other times due to an increase or decrease in business or vacancies accruing to the board. It was understood that when an extra board is increased or decreased, it will not be decreased prior to the expiration of five days (120 hours) except in cases of emergency such as work stoppage, derailment blocking the main line or act of God.

Question and Answer No. 19

Q. If an employee misses a call to deadhead to an outside assignment, will he/she be permitted, in order to avoid loss of time, to relieve the employee sent to the outside vacancy?

A. Yes, the employee who missed a call may, by notifying crew clerk, elect to go to the outside vacancy and protect the vacancy.

Question and Answer No. 20

Q. If an employee is paid for ungranted personal leave days, will this payment be used to offset the guarantee?

A. No.

REGULATION OF NON-GUARANTEED EXTRA BOARD

(a) A weekly check of the yardmen's extra board will be made on Thursday of each week by the yardmaster and the Local Chairman of the United Transportation Union, or their representatives, at each point where an extra board is maintained, and if the average number of days worked by the yardmen on the extra board in the previous work week ending on Wednesday, is less than four days, the board will be reduced by the Carrier so that the employees who remain on the extra board will have not less than four days of work in the succeeding week, based on the number of days worked in the previous week.

In making the computation, a trick worked at time and one half will be counted as a straight-time day. Likewise, any days worked by regularly assigned employees, in lieu of extra employees, will be included in the computation of the days worked in extra service.

(b) The extra board will be increased or decreased at 10:00 am on Thursday, the starting day of the extra yardmen's work week, except the extra board will be adjusted by mutual agreement between the local chairman and the yardmaster, or his representative, when more work is available than the employees assigned to the extra board can protect to avoid excessive doubling.

(c) When the extra board averages more than five days, the board will be increased to not less than an average of four days for the employees assigned thereon, based on the number of days worked in the previous week, ending with Wednesday.

(d) In the regulation of the extra board, neither the minimum of four days nor the maximum of five days is to be considered as a guarantee.