

# UNION PACIFIC RAILROAD COMPANY

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MR C R RIGHTNOWAR  
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Dear Sir:

Enclosed you will find a copy of the updated MPUL BLET CMS Policy Manual. If you have any questions regarding this manual please contact me at your convenience.

Yours truly,

Alan L. Weed  
Director Labor Relations

Cc: R. P. Guidry, General Director Labor Relations

UNION PACIFIC RAILROAD

**MP Upper Lines BLE Policy Manual**

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## Contents

<b>MP Upper Lines BLE Policy Manual .....</b>	<b>1</b>
<b>Purpose .....</b>	<b>7</b>
<b>Statement of Intent .....</b>	<b>7</b>
<b>Introduction .....</b>	<b>7</b>
<b>Pool Boards .....</b>	<b>11</b>
<b>Local Boards .....</b>	<b>12</b>
<b>Assigned Boards .....</b>	<b>12</b>
<b>Bump, Cutoff, Fired, Inactive and Reserve Boards .....</b>	<b>13</b>
<b>Extra Engineers .....</b>	<b>16</b>
<b>Seniority Districts .....</b>	<b>16</b>
<b>Locations of Extra Boards .....</b>	<b>19</b>
<b>Engineers Supplemental Extra Boards .....</b>	<b>24</b>
<b>Guarantee Extra Boards .....</b>	<b>25</b>
<b>Board Operation .....</b>	<b>25</b>
<b>Calling Information .....</b>	<b>25</b>
<b>Minimum Layoff .....</b>	<b>27</b>
<b>Board Position When Marking Up .....</b>	<b>27</b>
<b>Penalty for Missing Call and Laying off in Call .....</b>	<b>28</b>
<b>Filling Outlying Vacancies .....</b>	<b>29</b>
<b>Regulation of Boards .....</b>	<b>30</b>
<b>Filling Vacancies on the Engineers Extra Board .....</b>	<b>31</b>
<b>Giving Up Assignments .....</b>	<b>32</b>

Trading Assignments.....	32
Reducing the Extra Board .....	32
Run Around Rule (Extra Board) .....	32
Extra (Undisturbed Rest).....	32
Pool Engineers.....	34
Calling Information .....	34
Minimum Layoff.....	35
Penalties - Missing Call or Laying Off on Call .....	36
Mark Up Restrictions .....	36
Giving Up Assignments .....	36
Reduction of Pool Crews .....	37
Selection of a Rested or Unrested Pool Turn.....	37
Board Order .....	38
Pool Operations and Hub Notes .....	40
Trading Assignments.....	55
Assigned Local Road & Yard Engineers .....	56
Calling Information - Assigned Local Road Yard Eng.....	56
Start Time.....	56
Call Set Back (Locals).....	56
Advancing Call Time (Locals).....	57
Minimum Layoff.....	57
Penalties - Missing Call or Laying Off on Call .....	57
Mark Up Restrictions .....	58
Giving Up Assignments .....	58
Extra (Undisturbed) Rest.....	<b>Error! Bookmark not defined.</b>

Undisturbed Rest Rules.....	60
Displacements.....	62
Displacement Privileges .....	62
Oldheading.....	64
Called and Released.....	<b>Error! Bookmark not defined.</b>
Service Limits .....	67
Deadheading.....	68
Changing Method of Deadhead.....	<b>Error! Bookmark not defined.</b>
Deadheading - Runarounds .....	73
Deadheading to Outlying Points .....	73
Calling Crews to Deadhead and Work at the Same Time .....	74
Calling Multiple Crews to Deadhead at the Same Time .....	74
Travel Time to Outlying Points.....	74
Board Placement where Terminal Arrival Times Apply .....	74
When Engineers Miss Call must Deadhead at Own Expense .....	74
Travel Time and Miles.....	74
Vacancy Procedures.....	78
Train and Yard Operations .....	103
Calling Requirements.....	112
Call Train Information .....	112
Missing Calls.....	113
Telephone Operator Verification.....	113
Notifying Persons on Show-up Jobs.....	113
Beepers-Voice Beepers-Recorders .....	113
Procedure if Unable to Contact Person for Call.....	114

Reducing Telephone Cost at CMS .....	115
Using AVR.....	116
Bulletins and Assignments .....	117
General Bulletin Information .....	117
Bulletining Assigned Work Trains for Enginemen.....	118
Length of Time Jobs are Bulletined.....	118
Force Assignments When There are No Bids of Applications.....	118
Bulletining Extra Board Vacancies .....	118
Notice for Abolishments and Rebulletining.....	118
Changing Start Time.....	119
Board Position When Adding New Turns in a Pool.....	119
Riding Bulletins .....	119
Disrupted Assignments .....	119
Contents of Engineers Bulletins .....	120
Retaining Bids.....	120
Posting Bulletins.....	121
How May Engineers Retrieve Bulletins through the Computer?.....	121
Vacations.....	122
Scheduling Vacations .....	122
Vacation Changes must be Authorized.....	122
Vacations Allowed.....	122
To Avoid Loss of Time .....	123
Splitting Vacations .....	124
Single Day Vacations .....	124
Starting Vacations .....	124

Returning from Vacation.....	124
Engineers Personal Leave .....	125
Who is entitled to Personal Leave? .....	125
When may Personal Leave days Start? .....	125
Carry Over Personal Days.....	125
Taking Personal Leave Days on the Employee's Anniversary Year .....	126
Holidays.....	126
Legal Holidays .....	126
Determining Trains-Jobs to be worked on a Holiday.....	127
Bereavement.....	127
Hours of Service .....	129
Employees Covered by Hours of Service .....	129
Employees Not Covered by Hours of Service.....	129
Rest Requirements.....	129
Wrecker Crews.....	130
Combination of Service.....	130
Transporting to Register .....	131
Definitions .....	131

## **Purpose**

The purpose of the CMS Policy Manual is to provide the interpretation and application of the various operating agreements and, where agreements are not in effect, CMS policy. The manual should be used by TE&Y Employees, Crew Dispatchers, CMS Managers, and CMS Directors as a resource, or guide, in the proper application of the labor agreements and CMS policy. Although not all labor agreements have been included in the manual, the majority of the agreement provisions that CMS personnel use on a daily basis have been interpreted and are in the manual.

The manual has been developed for ease of understanding and application of the labor agreements. In most cases the actual labor agreement language has not been reproduced. Should you have questions regarding the understanding of anything written in the manual, refer them to the Policy Group for understanding and, if necessary, correction.

The interpretations and applications contained in the manual are those of the Labor Relations Department. They should be followed in the day to day administration of the various labor agreements. In some cases the Company and Labor representatives are in disagreement over the interpretation and application of an agreement provision. In areas where this is an ongoing issue between the parties it has been specified in the manual. Where there is a dispute between the parties, the interpretation of the agreement contained within the manual should be applied unless otherwise specified by the Labor Relations Department.

As new agreements are consummated and existing agreements abolished and/or amended the Policy Manual will be revised to incorporate such changes. Therefore, the manual will continuously be updated and those using same should refer to the manual periodically for such changes and not rely on passed understandings.

## **Statement of Intent**

This manual deals with Crew Dispatching Policy based upon the current agreements, where applicable, between the Company and the Brotherhood of Locomotive Engineers. The policies and procedures contained in the Manual represent interpretations and applications of the various labor agreements. These written applications should conform with the agreement rules, however, in the event of a conflict between the manual and the agreement, the agreement rules shall govern. In the event of an apparent conflict, the policies and procedures contained in the manual should be applied until the manual is revised or further instruction is given by the Labor Relations Department.

CMS reserves the right to add, modify, or delete policies from the manual when necessary to do so. Items such as new agreements, agreement modifications or changes in agreement interpretations may cause changes in the manual to occur. Where changes are made, they will not be incorporated until Labor Relations so advises.

## **Introduction**

### **CREW MANAGEMENT SYSTEM (CMS)**

Crew Management System (CMS) is the computerized and centralized method of dispatching Train and Engine crews while supporting the T & E Timekeepers.

### **CREW DISPATCHER RESPONSIBLE FOR MANNING TRAINS/JOBS**

The Crew Dispatcher's primary responsibility is to insure the correct train and engine crew or employee, required for operations of the railroad, is present at the correct time and location, to perform their duties. The Crew Dispatcher assures this through proper use of the Crew Management System procedures, careful analysis of information provided or available, and strict adherence to the various Labor Agreements.

### **CREW DISPATCHER RESPONSIBLE FOR AREA**

Each Crew Dispatcher is responsible for a group of boards within a defined geographical area. General information about each board, scheduled TE&Y employees and Yardmasters, have been placed on computer files.

### **VACANCY PROCEDURES ARE DEFINED ON COMPUTER FILES**

The procedures for filling vacancies are defined. Since the Union Pacific Railroad encompasses several Labor Agreements, unique methods of filling vacancies do exist. Candidates for vacancies are selected automatically, to select individuals or crews at each board location after parameters are established in the system.

### **CREW DISPATCHER MUST CALL OR MONITOR CREWS**

Provided with sufficient information and a predefined procedure, the computer will automatically select the person or crew to man each train or job, whether that person or crew is regularly assigned or taken from an extra board. Once selected, it becomes the responsibility of the Crew Dispatcher to "call" those persons requiring a "call", and to monitor those jobs for which assigned persons "show up".

### **COMPUTER FILES MUST BE MAINTAINED**

To correctly select the person or crew for a train/job, the CMS computer must have accurate and up to date information. It is the responsibility of the Crew Dispatcher to keep computer files correct and current.

### **THIS MANUAL IS POLICY**

This manual refers to only Crew Dispatching Policy based upon current agreements between the Union Pacific Railroad and the various labor organizations.

### **BOARD IDENTIFICATION**

### **GENERAL BOARD IDENTIFICATION INFORMATION**

Board Identification consists of four (4) characters. The first character is used to identify the service, the second identifies the personnel type, and the third and fourth are numbers that identify each board at each location.

NOTE - A Circular-7 number always accompanies the Board ID.

#### SERVICE TYPE - FIRST CHARACTER

- A = Assigned Road Service Trains (Turnaround Locals, TSE's. etc.).
- B = Bump Board (Displaced Persons entitled to a bump).
- C = Cutoff Board (Employees cutoff/furloughed - used in emergency).
- DP = Daily Preference Mark Up (Yard) Boards.
- E = Emergency Board (Employees furloughed requesting emergency work).
- ER = Engineer Reserve Boards.
- ET = Engineer Training Boards.
- F = Fired Board (Employees dismissed/suspended. NOT to be used).
- FR = Firemen Reserve Boards.
- H = Hurt Board (Employees who have been injured or on a long absence. NOT to be used).
- I = Ratio Board (Defines the ratio of pool crews to be used).
- L = Local Board (Assigned Local service, crew works specific days, has one Away From Home Terminal).
- P = Proportion Board (Defines the ratio of Pools crews to be used).
- PE = Engineer Pilot Boards.
- PT = Trainmen Pilot Boards.
- RR = Ready Reserve Boards.
- R = Rotating Board (Pool Board, has more than one AFHT).
- S = Supplemental Board (Guaranteed Extra Board).

- TC = Conductor Training Boards.
- TE = Engineer Training Boards.
- TR = Trainmen Reserve Boards.
- TT = Trainmen Training Boards.
- W = Work Train Boards.
- X = Extra Board (Extra Employees).
- Y = Yard Assigned Jobs (Yard Engines, CRO's Yardmasters, etc.).
- YR = Yardmen Reserve Boards.

#### PERSONNEL TYPE - SECOND CHARACTER

- A = All Members of the crew on the Board (Train and Enginemen)
- B = Brakeman or Brakemen
- C = Conductor or Conductors
- E = Engineers or Enginemen
- F = Fireman or Firemen
- H = Hostlers, Outside Hostler, Hostler ENG, Inside Hostler or Hostler Helper
- K = Combination Yardmen/Brakemen, Conductor/Brakemen. (Applies to Extra Boards only)
- S = Switchman, Switchmen, Herder, CRO, and miscellaneous Yard Positions
- T = Trainmen (Conductor, Brakemen, Foreman, Switchmen, Pilot, Etc.)
- Y = Yardmaster

#### NUMBER - THIRD AND FOURTH CHARACTERS

A two numeric used to distinguish boards of the same service and personnel type at the same Circular-7 location.

EXAMPLE - Rotating board for all crew members

Kansas City Hub - Kansas City to Jefferson City Pool

**R E 36**

R-----Service Type  
 E-----Personnel Type  
 36-----Number

EXAMPLE: Extra Board for Engineers (JEFF Dist)

**X E 35**

X-----Service Type  
 E-----Personnel Type  
 35-----Number

***Pool Boards*****DEFINITION ROTATING BOARD**

A rotating board consists of a "pool" of one or more train and/or engine crews in road service, usually originating and tying up at OTHER than the same location, and manning more than one train.

**HOME TERMINAL AND AWAY-FROM-HOME TERMINAL**

Each rotating board has a home terminal (HT) usually one or more Away From Home Terminals (AFHT). (There are rare pools with NO AFHT's.)

Layoff (unless emergency), the start of a vacation, and displacements must always be made at the home terminal.

**CREW DISPATCHERS MUST DECIDE ON USE OF CREWS**

When a crew is selected with any member(s) unrested, this fact will be indicated on the CREW ASSIGNMENT (Call) screen. It then becomes the responsibility of Crew Dispatcher to:

1. Handle for delay of the job start time.
2. Determine if the individual(s) or crew has sufficient time to work or deadhead. Managers must be contacted before aggregating crews out of the AFHT.

**CMS SELECTS REPLACEMENTS**

Rejecting any crew members will cause CMS to select individual replacements using the Vacancy Procedures for the board from which the crew is operated.

**SELECTING ANOTHER CREW IN THE POOL**

When it is not practical to use the "first out" pool crew, another crew in the pool can be selected by:

1. Entering the crew ID of the desired crew at the bottom of the CREW ASSIGNMENT (Call) screen and depressing the ENTER key.
2. Simply clear the CREW ASSIGNMENT (Call) screen and use the BOARD INQUIRY procedure to look at all of the crews in that pool. Select the appropriate crew to be called, again using the CREW ASSIGNMENT (Call) screen.

### ***Local Boards***

#### DEFINITION OF LOCAL BOARDS

Local Boards contain one or two train and/or engine crews in road service, originating and terminating at other than the same location, and manning two specific trains on designated days of the week.

#### HOME TERMINAL AND ONE AWAY FROM HOME TERMINAL

Each local Board has a Home Terminal (HT) and ONE Away From Home Terminal (AFHT). Layoffs (unless emergency), the start of a vacation, and displacements, must always be made at the Home Terminal.

#### CMS ALWAYS SELECTS THE DESIGNATED CREW

Rejecting any crew members will cause CMS to select individual replacements using the Vacancy Procedures for the board from which the crew is operated.

### ***Assigned Boards***

#### DEFINITION OF ASSIGNED BOARD

Assigned boards contain regular and relief crews of yard engines, yardmasters, hostlers, traveling switch engines, and turn-around locals, originating and terminating at the same location.

#### NO AWAY FROM HOME TERMINAL

These jobs might be assigned at the home terminal for the seniority district or at outlying points, but do not have an associated Away From Home Terminal.

#### CMS ALWAYS SELECTS THE ASSIGNED CREW

CMS will always select the regular or relief crew assigned to each particular train/job without regard for rest.

#### CREW DISPATCHER MUST DECIDE ON USE OF CREW

When crews are selected with any member(s) unrested, this fact will be indicated on the CREW ASSIGNMENT (Call) screen. It then becomes the responsibility of the Crew Dispatcher to:

1. Handle for delay of the job start time.
2. Determine if the individual(s) or crew has sufficient time to work or deadhead (aggregating a working crew must be authorized).
3. Reject any or all members of the crew on the "Call" screen.

#### CMS SELECTS REPLACEMENTS

Rejecting any crew members will cause CMS to select individual replacements using the Vacancy Procedures for the board from which the crew is operated.

#### ***Bump, Cutoff, Fired, Inactive and Reserve Boards***

#### THE PURPOSE OF THESE BOARDS

The primary purpose of these boards is to have an appropriate place to keep each individual in CMS under any and all conditions. In CMS each person must have an assignment at all times, with the exception of Company Officers and Disabled Employees.

These Boards are created, and handled in CMS. Persons assigned to the Boards, except Fired and Hurt Boards can be requested on a manual selection list and some personnel may be selected automatically by Vacancy Procedures. Engineers selected from these boards are not required to accept the call.

#### BUMP BOARD

Persons are assigned to a Bump Board when employees are displaced and they have 48 hours to place themselves after notification. Employees are also placed on the bump board pending notification by the crew dispatcher of their displacement. Crew Dispatchers will make reasonable attempts (at least 2 per shift) to notify bumped employees.

#### CUTOFF BOARD

Persons are assigned to a Cutoff Board when employees no longer can hold a job or Extra Board in train or engine service on the Rosters.

NOTE - Engineers contacted for work from the Bumped or Cutoff Boards are "Not Required" to accept the call.

#### INACTIVE BOARD

Persons are assigned to an Inactive Board for the following reasons:

- When an employee is injured (LH) that results in his job being bulletined.
- When an employee is on a Leave of Absence (LA).
- When an employee is a full time Union or Company Officer.

- When an employee Absents him/herself for more than 30 days for reasons other than noted above and when on a compensated absence.

## FIRED BOARD

When notified of the suspension, employees should be placed in LF status and assigned to a Fired Board.

## HOW THE BUMP, CUTOFF, INACTIVE, AND FIRED BOARDS OPERATE

Persons assigned or working from these boards are placed in seniority order.

Layoff and personal status may be changed at any time.

Employees on Fired and Inactive Boards are NEVER worked.

Assigned employees may not take personal leave while on the Bump Board, if entitled to personal leave.

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## RESERVE BOARD

**\*THERE ARE NO RESERVE BOARDS CURRENTLY IN OPERATION\***

An Engineer's Reserve Board may be established at locations as agreed to be separate individual implementing agreements. When established, the Carrier shall have the right to offer "Reserve Engineer" status to any number of active Engineers working as such, with seniority as Engineers. Where applied, Reserve Engineer status shall be granted in seniority order on a seniority District or home zone basis under the terms listed below:

1. An employee who chooses reserve Engineer status must remain in that status until he either (1) is recalled and returns to service pursuant to paragraph 2, (2) is discharged from employment by the Carrier pursuant to Paragraph (2) or for other good cause, (3) resigns from employment by the Carrier or (4) retires on an annuity (including disability benefits) under the Railroad Retirement Act, whichever occurs first.

Engineers cannot go to the reserve board if there are vacancies in the Hub.

2. Reserve Engineers must maintain their Engine service proficiencies while in such status, including successfully completing any retraining or refresher programs that the Carrier may require and passing any tests or examinations (including physical examinations) administered for purposes of determining whether such proficiencies and abilities have been maintained. Reserve Engineers also must hold themselves

available for return to service upon seven (7) days notice, and must return to service in compliance with such notice. Reserve Engineers shall be recalled in reverse seniority order. Failure to comply with any of these requirements will result in forfeiture of all seniority rights.

3. Reserve Engineers shall be paid at 70% of the basic yard Engineers rate of five (5) days per week. No other payments shall be made to or on behalf of a Reserve Engineer except (1)

payment of premiums under applicable health and welfare plans and (2) as may otherwise be provided for in this Article. No deductions from pay shall be made on behalf of a Reserve Engineer except (1) deductions from income, employment or payroll taxes (including Railroad Retirement taxes) pursuant to Federal, State, or Local law, (2) deductions of dues pursuant to an applicable union shop agreement and any other deductions authorized by agreement, (3) as may otherwise be authorized by this Article, and (4) any other legally required deduction.

4. Reserve Engineers shall be considered in active service.

5. Other non-railroad employment while in Reserve Engineer status is permissible so long as there is no conflict of interest. There shall be no offset for outside earnings.

6. Vacation pay received while in Reserve Engineer status will offset pay received under paragraph 3. Time spent in Reserve status will not count toward determining whether the employee is eligible for vacation in succeeding years. It will count as time in determining the length of the vacation to which an employee, otherwise eligible, is entitled.

7. Reserve Engineers are not eligible for:

- Holiday Pay
- Bereavement Leave
- Jury Pay
- Other similar special allowances

8. Reserve Engineers are covered by:

- Health and Welfare Plans
- Union Shop
- Dues Check off
- Discipline Rules
- Grievance Procedure

9. When junior employees are in "Reserve Engineer" status, a senior active Engineer may request such status. The Carrier shall grant such a request and, at its discretion, recall the junior "Reserve Engineer".

10. Reserve Engineers may elect to change their status and return to full employment only after having been assigned to the Reserve Board for a continuous period of 180 calendar days.

11. At any location where an Engineer's Reserve Board is established by individual implementing agreement, it will remain in effect for a six (6) month trial period, during which it may be cancelled at any time by either

party serving a ten (10) day written notice of cancellation upon the other party. After the board has been in operation for six (6) months, it will thereafter be subject to change and modification in accordance with the procedures of the Railway Labor Act. In the event there are questions over the interpretation or application of the Agreement, either party may request a meeting which will be held promptly to discuss and resolve any problems.

## **Extra Engineers**

### ***Seniority Districts***

#### **Kansas City Hub Seniority Districts & Territory**

Zone 1 - Seniority District - Kansas City to Council Bluffs ( not including Council Bluffs/ Omaha.Metro Complex). Kansas City to Des Moines (not including Des Moines). Kansas City to Chicago (not including Chicago). Kansas City to Chicago via Quincy (not including Chicago).

Zone 2 - Seniority District - Kansas City to Marysville ( not including Marysville, but including Topeka).

Zone 3 - Seniority District - Kansas City to Jefferson City (not including Jefferson City).

Zone 4 - Seniority District - Kansas City to Coffeyville (not including Coffeyville). Kansas City to Parsons (not including Parsons). Kansas City to Wichita via BNFS trackage rights (not including Wichita).

#### **Kansas City Terminal**

##### **Zone Terminal Limits**

###### **Zone 1 -**

The terminal limits of Des Moines are MP 70.37 on the Trenton Sub, MP 79.2 on the Mason City Sub, MP 224.76 on the Bondurant Spur, MP 304.2 on the Perry Branch, and MP 4.26 on the Ankeney Branch.

The terminal limits of Ft. Madison are MP 234.0 East, and MP 236.0 West. The terminal limits of Quincy are MP 135.0 West and MP 138.0 East.

###### **Zone 2 -**

The terminal limits of Marysville are MP 142.3 to MP 155.27 on the Marysville Sub, MP 132.9 on the Beatrice Branch, and MP .75 on the Bestwall Spur.

###### **Zone 3 -**

The terminal limits of Jefferson City are MP 124.3 to MP 128 on the Sedalia Sub.

#### Zone 4 -

The terminal limits of Coffeyville are MP 462.0 North and MP 661.0 South. The terminal limits of Parsons are MP 133.4 North and MP 138.0 South. The terminal limits of Wichita are MP 236.0 on the Herrington Branch, MP 476.0 on the Wichita Branch, and MP 254.0 on the OKT Sub. The terminal limits of Winfield are MP 248.7 East, and MP 250.8 West. The terminal limits of Pratt are MP 292.33 East and MP 300/16 West.

#### Kansas City Terminal -

The UP terminal limits for the consolidated Kansas City terminal are MP 6.59 on the Marysville Sub, MP 284.22 on the Coffeyville Sub, MP 276.32 on the Sedalia Sub, MP 288.37 on the Falls City Sub, MP 400.3 on the Trenton Sub (former CNW). The SPCSL terminal limits are mp 221.5 (BNSF MP) on the Brookfield Sub, and MP 444.2 (BNSF MP) on the Marceline Sub. The SSW terminal limits are MP 276.32 on the Sedalia Sub (via UP). UP terminal limits are established as MP 9.0 on the BNSF Topeka/Ottawa Line.

#### ST LOUIS HUB TERMINAL LIMITS.

#### Zone Terminal Limits

##### Zone 1 -

The terminal limits of Dexter shall extend between MP 166.7 on the Chester Sub, MP 43.2 on the Jonesboro Sub, MP 144.54 on the Hoxie Sub.

The terminal limits at Jefferson City shall consolidate all UP and SSW operations and shall be the same as the pre-existing UP terminals limits, which are MP 128 to MP 124.3.

##### Zone 2 -

The terminal limits of Salem, South Pekin and Villa Grove shall remain the same as pre-existing terminal limits. Terminal limits for Bloomington established by this Hub Agreements shall be MP 124.1 to MP 140.9 on the former SPCSL Springfield Subdivision.

#### St. Louis Terminal -

The UP terminal limits for the consolidated St. Louis terminal are MP 10.8 on the DeSoto Subdivision, MP 8.0 on the Sedalia Subdivision, MP 9.16 on the Chester Subdivision, MP 144.0 on the St. Louis Subdivision (former CNW), and MP 273.7 on the Pana Subdivision.

The SSW terminal limits for the consolidated St. Louis terminal are MP 19.0 on the Eldon line.

The SPCSL terminal limits for the consolidated St. Louis terminal are MP 252.1 on the Springfield Subdivision.

#### NORTH LITTLE ROCK/PINE BLUFF HUB.

##### Prior Right

##### Seniority Zones

All UP and SP pool, local, yard, work train, and road switcher operations within the Hub shall be combined into a unified operation with three (3) prior right seniority zones.

##### Zone 1 - Seniority District

##### Territory Covered (North):

North Little Rock to Dexter (not including Dexter).

North Little Rock to Memphis.

Pine Bluff to Dexter (not including Dexter).

Pine Bluff to Memphis.

Paragould to Lexa.

##### Territory Covered (South):

North Little Rock to Longview (not including Longview, Marshall or Texarkana).

North Little Rock to Shreveport (not including Shreveport or Texarkana).

Pine Bluff to Big Sandy (not including Texarkana, Mt. Pleasant or Big Sandy).

Pine Bluff to Shreveport (not including Shreveport).

##### Zone 2 - Seniority District

##### Territory Covered:

North Little Rock/Pine Bluff to Van Buren (not including Van Buren or North Little Rock/Pine Bluff Terminal).

##### Zone 3 - Seniority District

##### Territory Covered:

North Little Rock/Pine Bluff to Monroe/Livonia (not including Livonia or North Little Rock/Pine Bluff Terminal but including Alexandria).

North Little Rock/Pine Bluff Terminal

Territory Covered:

North Little Rock Terminal. Pine Bluff Terminal, UP Monroe Subdivision trackage between North Little Rock and Pine Bluff.

Former SP Little Rock (aka "N") Branch trackage between North Little Rock and Pine Bluff.

**Locations of Extra Boards**

**KANSAS CITY HUB**

City	Circular 7	Board ID	Type of Extra Board
Atchison	O 048	XE15	Road/Yard
Ft. Madison	AT230	XE15	Road/Yard
Jefferson City	MX125	XE35	Road/Yard
Topeka	KX068	XE25	Road/Yard
Kansas City	MX283	XE15	Road/Yard
Kansas City	MX283	XE16	Road/Yard
Kansas City	MX283	XE25	Road/Yard
Kansas City	MX283	XE35	Road/Yard
Kansas City	MX283	XE45	Road/Yard
Kansas City	MX283	XE65	Yard

Extra Board	Territory Protected
Atchison	Protects all extra service at or in the vicinity of Atchison including St. Joseph, Falls City and Union. Protects the work formerly performed by the Nearman coal train pool. This board may not be used to provide hours of service relief of pool freight trains operating between Kansas City and Council Bluffs except in emergency, nor may it be used to provide relief of Zone 1 assignments home terminated at Kansas City.
Ft. Madison	Protects all extra service at or in the vicinity of Ft. Madison and Quincy. Including Hours of Service relief in both directions.
Jefferson City	Protects all Zone 3 vacancies headquartered at Jefferson City including vacancies created by engineers laying off while exercising "reverse lodging" privileges. Local or irregular service originating at Jefferson City working west on the UP Sedalia and River Subdivisions will also be protected by this board.
Topeka	Protects all Road and Yard service at or in the vicinity of Topeka. This board will not be used to provide relief of Zone 2 assignments home terminated at Kansas City
Kansas City XE15	Protects Zone 1 pool freight extra service and all other road service in Zone 1.
Kansas City XE16	Protects Zone 1 pool freight extra service in the Kansas City-Ft. Madison/Quincy pool.
Kansas City XE25	Protects Zone 2 freight extra service and all other road service in Zone 2
Kansas City XE35	Protects Zone 3 freight extra service and all other road service in Zone 3
Kansas City XE45	Protects Zone 4 freight extra service and all other road service in Zone 4.
Kansas City XE65	Protects all yard extra service within the Kansas City Terminal

<b>City</b>	<b>Circular 7</b>	<b>Board ID</b>	<b>Type of Extra Board</b>
Chester	C 070	XE09	Road/Yard
Ste. Genevieve	MB002	XE09	Road/Yard
Salem South	ZC252	XE01	Road/Yard
Salem North	ZC252	XE21	Road/Yard
Villa Grove	ZB145	XE21	Road/Yard
Dexter	XD024	XE02	Road/Yard
St. Louis South	MX001	XE03	Road/Yard
St. Louis West	MX001	XE05	Road/Yard
St. Louis North	MX001	XE21	Road/Yard
Jefferson City	MX125	XE04	Road/Yard
Paducah	ZK384	XE11	Road

**ALL ENGINEERS EXTRA BOARDS ARE GUARANTEED.****LOCATIONS PROTECTED.**

Extra Board	Territory Protected
Chester	Protects all extra service at or in the vicinity of Chester, including Sparta and all other territories formerly covered by the former M&I Agreements not protected by Ste. Genevieve. This board may be used to perform relief of all locals, road switchers, work trains, and other regular assignments when the point of relief is closer to this board than St. Louis. It is not intended that this extra board be used for unassigned service comprehended by Pool 1 except hours of service relief of Pool 1 trains when the point of relief is closer to this board than St. Louis. The secondary source of supply when this board is exhausted will be the St. Louis Zone 1 Extra Board.
Ste. Genevieve	Protects all extra service at or in the vicinity of Ste. Genevieve but not including Bismarck, which includes all former M&I extra work on the Missouri side of the Mississippi River.
Salem South	Protects all vacancies in the Salem-Dexter through freight pool, and all extra service between Salem and Metropolis which originates at Salem or any point between Salem and Mt. Vernon, not including Mt. Vernon. The two Salem extra boards supplement each other. This board will also supplement the Villa Grove extra board second if that board and the Salem North boards are exhausted.
Salem North	Protects all vacancies in the Salem-Villa Grove and Salem-Chicago through freight pools, and all extra service at or in the vicinity of Salem, including St. Elmo. The two Salem extra boards supplement each other. This Board will also supplement the Villa Grove extra board first if that board is exhausted.
Villa Grove	Protects all extra service at or in the vicinity of Villa Grove. This board will protect all Villa Grove-Chicago short pool vacancies and any hours of service relief of Salem-Chicago or St. Louis-Chicago pool freight trains at or north of Findlay Junction. This board will supplement Salem if that board is exhausted.
Dexter	Protects all extra service at or in the vicinity of Dexter.
St. Louis South	Protects all Zone 1 extra road service between St. Louis Terminal and Dexter via the Chester Sub between St. Louis Terminal and Poplar Bluff/Dexter via the DeSoto Sub, including extra service at Bismarck. This board will also protect all yard extra service in the St. Louis Terminal which originates on the Illinois side of the Mississippi River.
St. Louis West	Protects Zone 1 extra service between St. Louis Terminal and Jefferson City. This board will also protect all yard extra service in the St. Louis Terminal which originates on the Missouri side of the Mississippi River.

St Louis North	Protects Zone 2 extra service between St Louis Terminal and Bloomington, South Pekin and Villa Grove. This extra board will protect all extra work on pool freight ID runs between St. Louis and Chicago.
Jefferson City	Protects all Zone 1 vacancies headquartered at Jefferson City including vacancies created by engineers laying off while exercising "reverse lodging" privileges. This board shall also protect any yard or road switcher assignments with an origin/termination of Jefferson City. Local or irregular service originating at Jefferson City working east on the UP Sedalia Sub will also be protected by this board.

## NORTH LITTLE ROCK/PINE BLUFF HUB

### LOCATION OF EXTRA BOARDS

City	Circular 7	Board ID	Type of Extra Board
Memphis	XG093	XE07	Road/Yard
North Little Rock	X 344	XE20	Road/Yard
Pine Bluff	K 043	XE21	Road/Yard
North Little Rock	X 344	XE90	Road/Yard
North Little Rock	X 344	XE60	Road/Yard
McGehee	C 432	XE60	Road/Yard
Monroe	C 525	XE60	Road/Yard
Alexandria	C 625	XE60	Road/Yard
Jonesboro	C 262	XE31	Road/Yard
Gurdon	X 426	XE20	Road/Yard

### North Little Rock XE60 is Not Guaranteed

#### Locations Protected

Extra Board	Territory Protected
Memphis	Protects all hours of service relief of through freight trains destined to Memphis, whether in the Dexter-Memphis pool or the NLRK/Pine Bluff-Memphis pool and all other road service originating at or in the vicinity of Memphis, including Lexa, Jonesboro and Paragould.
NLRK (XE20)	Protects all pool freight extra service in the NLRK/Pine Bluff to Dexter and Memphis pools, all Zone 1 yard assignments within the former UP NLRK Terminal, and all other road service in Zone 1 originating at NLRK, including HOS relief of trains destined to NLRK
Pine Bluff	Protects all pool freight extra service in the NLRK/Pine Bluff to Longview/Shreveport pool, all Zone 1 yard assignments within the former SSW Pine bluff Terminal, and all other road service in Zone 1 originating at Pine Bluff, including HOS relief of trains destined to Pine Bluff. Including all assignments headquartered at Camden (except the Camden to El Dorado local)
NLRK (XE90)	Protects all pool freight extra service in the NLRK/Pine Bluff to Van Buren pool all Van Buren prior rights yard assignments with the former UP NLRK terminal, and all other road service in Zone 2 originating at NLRK/PB.
NLRK (XE60)	Protects all pool freight extra service in the NLRK/Pine Bluff to Monroe pool, all Louisiana Division prior rights yard assignments within the former UP NLRK terminal, and all other road service in Zone 3 originating at NLRK/Pine Bluff.
McGehee	Protects all road and yard service originating at or in the vicinity of McGehee.

Monroe	Protects all road service in the Monroe-Livonia pool, and all other road and yard service originating at or in the vicinity of Monroe, including El Dorado and the Camden to El Dorado local.
Alexandria	Protects all road service of the Rodemacher coal trains and all other road and yard service originating at or in the vicinity of Alexandria.
Jonesboro	Protects all road and yard assignments originating at or in the vicinity of Jonesboro.
Gurdon	Protects all road and yard assignments originating at or in the vicinity of Gurdon.

### ***Engineers Supplemental Extra Boards***

#### **ENGINEER'S SUPPLEMENTAL BOARDS**

Automatic Rotation for Engineer's Supplemental boards -

On Engineers' Supplemental Boards, the first out Engineer is rotated to the bottom of the board at the designated time.

All Engineers' Supplemental Boards are Guaranteed Boards.

The following locations Supplemental Boards rotate at noon -

- Jefferson City (until depleted)
- Monroe
- Alexandria
- NLRK - Central (Zone 1)
- NLRK - LOUS (Zone 2)
- NLRK - ALEX (Zone 3)
- McGehee

The following locations Supplemental Boards rotate at Midnight -

- KCMO - Falls City
- St. Louis

**NOTE - Guaranteed Extra Boards automatic rotation is handled by the system.**

**Noon rotation - All Guaranteed Extra Boards will be rotated at 12:01 p.m. effective 02/16/90, except for Council Grove and Hoisington, which do not rotate.**

If an Engineer misses a call on the Supplemental Board, does he/she then rotate to the bottom of the board at that designated time?

Supplemental Engineers missing call for an afternoon assignment and remains first out the remainder of that day, he/she will not rotate at the designated time but would remain first out all day the next day and if such employee is not used, he/she would then rotate to the bottom of the board at the designated time. (Supplemental Board Interpretation Letter of May 26, 1992 from General Chairman M. D. Waldemer to W. E. Naro, Director Labor Relations).

### ***Guarantee Extra Boards***

All engineer extra boards are guaranteed.

### ***Board Operation***

How are Engineer's Extra Boards operated?

Extra Board Engineers work on the principle of 'First in First Out'.

Extra or Emergency Engineers not qualified for a particular job must accept the call in accordance with the vacancy procedures. Crew Dispatchers must contact the Manager of Operating Practices and call the next qualified Engineer to accompany the unqualified Engineer on that tour of duty.

### ***Calling Information***

How are jobs filled when multiple vacancies occur at the same start time?

The first out Engineer has preference of jobs, unless one of the vacancies is a call to deadhead, then the first out must deadhead and the second out Engineer works.

- Refer to deadhead travel times when one or more vacancies are for outside jobs.
- After choice is made in local, pool, and road work train service, the Engineer first out must depart first.
- After choice is made when called for a Yard Work Train, TSE, Yard Service or jobs not departing the terminal, employees will go as called.

NOTE - When possible, adjust call times so jobs will not have the same start time and the job scheduled to depart first is called first.

Yard Cycle Calling Times -

For jobs with 1 1/2 Hour calls:

- 5:00 a.m. to 8:00 a.m. for first shift.
- 1:00 p.m. to 4:00 p.m. for second shift.
- 9:00 p.m. to 12 Midnight for third shift.

For jobs with 2 Hour calls:

- 4:30 a.m. to 8:00 a.m. for first shift.
- 12:30 p.m. to 4:00 p.m. for second shift.
- 8:30 p.m. to 12 Midnight for third shift.

These call cycles do not apply for road service.

After working, how are Extra Engineer's Returned to the Board? How are Engineers returned to the board after working thru freights, locals, work trains and TSE's?

Extra Engineers are returned to the board based upon Terminal Arrival Time.

EXCEPTION - North Little Rock Zone 1 (Arkansas) extra engineers are returned to the board 8 hours plus start time or terminal arrival time whichever is greater.

NOTE - When terminal arrival times or tie up times are equal, previous board standings will govern. Two Terminal Arrival Times must be reported. One will determine board standing and the other final terminal delay for pay purposes.

How are Engineers returned to the Board after working Yard Jobs?

Engineers return to the Board based upon off duty time.

When tie up times are equal, previous Board standings will govern.

- Kansas City Terminal Extra Engineers Return to the Board in the order called with a minimum of 8 hours. Road jobs return to the Board based upon Off Duty Time.
- North Little Rock (Arkansas Division) Extra Engineers are Returned to the Board in the order called with a minimum of 8 hours.

How are Engineers returned to the board after returning from Deadheading?

Reporting Time when transporting via other than train.

NOTE - Engineers must observe a minimum amount of travel time when returning to the board when marking up. (Refer to Deadhead, Travel Time and Miles section).

On the following Seniority Districts:

Jeff-Stl-Dupo and Popb:

When reporting times from a deadhead are equal to TAT or ODT, the person deadheading goes to the board first.

On the following Seniority Districts:

Pueb-Cogr-NLRK (Ark) and Wich:

When reporting times from a deadhead are equal to Off Duty Time, previous board standings will govern.

### ***Minimum Layoff***

What is the minimum layoff for Extra Board Engineers?

The minimum layoff for Extra Engineers is twelve (12) hours.

When Extra Engineers lay off within twenty four (24) hours of the time they would have been called to deadhead to an outside job, he/she will not be allowed to work other assignments until eight (8) hours after the person who worked the job is relieved or mark up and protect the outside job his position originally stood for.

There is no minimum lay off for the BLE Local Chairman and Financial Secretary off for union business.

Engineers assigned to a Supplemental Board will have no minimum lay off.

### ***Board Position When Marking Up***

How are Extra Engineers positioned on the board when marking up for service?

Extra Engineers are placed to the bottom of the board as of mark up time, except if an Engineer lays off while first out on the Guaranteed Extra Board, except when going on vacation, he shall be marked up first out when marking up.

Supplemental Engineers go the bottom of the board when marking up.

### ***Penalty for Missing Call and Laying off in Call***

What is the penalty for missing a call?

Inside Job?

1. Non Guaranteed Boards are held off for a minimum of 12 hours.
2. Guaranteed Boards penalties (excluding Supplemental Extra boards):
  - Laying off or missing call when first out - Extra Engineers laying off (on call or otherwise becomes unavailable for service), missing call, or otherwise unavailable for call when first out, shall not be permitted to mark up until tie up of the person accepting the call, and in no event prior to the expiration of twelve (12) hours. When such employee marks up to resume service, they shall be placed first out on the Extra Board.
  - Laying off or missing call when other than first out - Extra Engineers laying off, missing call, or otherwise unavailable for call when other than first out, shall not be permitted to mark up for twelve (12) hours. When such employee marks up to resume service, they shall be placed at the foot of the board.
  - Laying off or missing call at the AFHT - Extra Engineers laying off or missing call at the Away-from-Home Terminal shall not be permitted to mark up until tie up of the person used to protect the assignment, and in no event prior to the expiration of twelve (12) hours. When such employee marks up to resume service, they shall be placed at the foot of the board.
  - Short Turnaround - Extra Engineers called to make a short turn-around trip (dogcatching, etc.), out of the home terminal shall, upon tie up, be placed at the foot of the board.
  - First out rotation at Noon - In order to prevent an Engineer holding the first out position for long periods of time, at 12:01 p.m. each date, the first out Engineer on the board shall be placed to the bottom of the board. Council Grove and Hoisington do not rotate.
3. Supplemental Boards missing call or laying off on call will be penalized one days guarantee and remain first out. Employees shall be penalized only once for a missed call in any given day.

NOTE - Extra Engineers on pagers receive a 30 minute delay, before missing call. Second out person may be called and put on standby for call after 15 minutes.

Outside Job?

Non-Guaranteed Extra Boards -

When a call is missed to deadhead to an outside job, employees will be required to go to that outside job and will not be allowed to work other assignments until eight (8) hours after the person that worked the job is relieved. When more than one Extra Engineer misses call, only the first Engineer is hooked. Such engineer when marking up will relieve the respondent with the mark up rule on an outside job.

When Extra Engineers lay off within twenty four (24) hours of the time they would have been called to deadhead to an outside job, he will not be allowed to work other assignments until eight (8) hours after the person who worked the job is relieved or mark up and protect the outside job his position originally stood for. When protecting an outlying assignment, an engineer must mark up 8 hours prior to the start time of the assignment.

#### Guaranteed Extra Boards -

- Laying off or missing call for an outlying vacancy - Extra Engineers missing call, laying off on call, taking a personal leave day, or otherwise unavailable for call for an outlying vacancy shall, upon reporting for service, be required to relieve the Engineer used to protect the vacancy if it is still being filled from the Extra board, and must mark up prior to the outlying job tying up. If the vacancy has ceased to exist, the Engineer, upon marking up, shall be placed first out on the Extra Board, provided at least twelve (12) hours have elapsed since the time of the layoff or missed call.
- Laying off or missing call while protecting outlying job - Extra Engineers laying off or missing call while protecting a vacancy at an outlying point shall, upon reporting for service, be required to relieve the Engineer used to protect the vacancy if it is still being protected from the Extra Board, and must mark up prior to the outlying job tying up. If the vacancy has ceased to exist, the Engineer, upon marking up, shall be placed at the foot of the board, provided at least twelve (12) hours have elapsed since the time of the layoff or missed call.

The penalty for laying off on call is the same as missing a call, but employees are not reported on the missed call report.

NOTE - The Local Chairman and Financial Secretary of the BLE Local Chairman will not be required to accept a call to an outside assignment but will retain their position on the board, (if assigned to an Extra Board or Supplemental Board) and the next out Engineer will be called. This does not include work trains working less than three (3) days. This will not apply in the event there is not a rested person available on the Extra Board, Supplemental Board, or if there are no demoted Engineers.

#### ***Filling Outlying Vacancies***

How long are Extra Board Engineers obligated to protect an outside job?

Seven (7) days or the first rest day. Extra Engineers have the option to remain on the outside job unless displaced by the regular assigned person or a senior Engineer under the 5 or 10 day oldhead rule.

NOTE - Should the employee desire to be released from the outside job, release must be requested before the job ties up prior to the rest day.

When a demoted or Supplemental Engineer is sent to an outlying vacancy, the first Engineer to become available on the Engineers Extra board must be hooked to assure the emergency person will be released.

NOTE - Local Chairmen who are called for work trains have the option of release after the third day.

Can Extra Engineers be held on outside jobs for a second assignment?

Only when all sources have been exhausted. However, employees will be released when the first Extra Engineer becomes available.

May Extra Engineers be called twice for the same outlying vacancy?

Yes.

How long does an engineer have to mark up after being released from an outlying vacancy?

A reasonable amount of travel time to the Home terminal after release.

### ***Regulation of Boards***

Every three (3) calendar months, the regulating factor applied to these guarantee extra boards will be reviewed. The evaluations will be based on guarantee paid to engineers on guaranteed extra boards during the previous three (3) calendar months, and will be in effect for the following three (3) calendar months.

If at the time of the review the average monthly guarantee paid per engineer exceeds two (2) guarantee days, the regulating factor will be increased by one hundred (100) miles. If the average monthly guarantee paid per engineer exceeds three (3) guarantee days, the regulating factor will be increased by two hundred (200) miles. If the average monthly guarantee paid per engineer exceeds four (4) guarantee days, the regulating factor will be increased by three hundred (300) miles.

If at the time of the review, the average monthly guarantee paid per engineer is less than two (2) guarantee days, the regulating factor will be reduced by one hundred (100) miles.

In the application of the adjustments set forth above, the regulating factor for each guaranteed extra board will not exceed 3,400 miles nor fall below 3,100 miles.

When are Extra Boards adjusted?

- Non-Guaranteed Boards are adjusted as necessary by the Local Chairman and the Carrier.
- 
- Guaranteed Boards are adjusted between 8:00 a.m. and 12:01 p.m. each Tuesday by the Carrier. Boards may be increased at any time.

### ***Filling Vacancies on the Engineers Extra Board***

How are Vacancies filled on the Engineer's Extra Board?

1. The Senior Engineer with an application on file. (Kansas City Terminal Applications must be on file for ten (10) days prior to an Extra Board increase.)
2. Senior Demoted Engineer in the Seniority District.

STEPS 3 AND 4 APPLY TO THE KANSAS CITY TERMINAL ONLY.

3. Recalled Engineers must be allowed the right to claim any unprotected open or closed assignments, if he claims a temporary vacancy he must work the Extra Board for at least one (1) trip.

4. The additions to the Extra Board shall be made in accordance with the designated formula of 35% UP and 65% MP and seniority provided for the consolidation agreement.

#### ▪ NOTES -

When Engineers are added to the Engineers Extra Board from the ranks of Fireman/Trainman, employees will not have the option of marking up on the Board. When persons are notified they are added and marked up for service from a Fireman's/Trainman's job, advise the employee he is on the board and their new board standings. Engineers are not permitted to decide when they will report, they are marked up and notified immediately. Crew Dispatchers must contact the employee before he can be considered available.

However, if the Fireman/Trainman was working at an outside point, the employee will be allowed a reasonable (up to 24 hours) amount of time to report to the Extra Board Location.

When increasing the Engineers Extra Boards and a person on the Fireman's Reserve Board can now hold an Engineer's position, such person will be

placed on the Bump Board until notification of Class of Service has changed in which employees may exercise seniority to an Engineer's position.

### ***Giving Up Assignments***

Can Extra Engineer's give up the Extra Board?

Extra Engineers may not give up the Extra Board, they must bid off.

Supplemental Engineer's may only give up the Board on April 1 and October 1, or employees may bid off.

### ***Trading Assignments***

Are Extra Engineer's Permitted to Trade Assignments?

No. However, the BLE Local President, Secretary/Treasurer, or Chairman will be permitted to hold their position on the extra board first out until they resume service. That is the position will continue to rotate in the normal manner until the BLE Official returns to service or until the position rotates to first out and then it will stay first out until the BLE Official returns to service and works.

### ***Reducing the Extra Board***

When The Extra Board's are Reduced, Who is Cutoff?

The Junior Engineer on the Extra Board.

Kansas City Terminal - The Junior Engineer, maintaining the Prior rights  
Zone 1 - 56%, Prior rights Zone 2 - 19%, Prior rights Zone 4 - 25%.

(1) NOTE - The first out person (except at Monroe, N Little Rock if Guarantee board is eliminated) will be given choice to make one more trip. When the person cut off is on an outside job, that employee must come off the job at the time the board is cut and will not be permitted to make another trip.

(2) NOTE - When decreasing the Engineer's Extra Boards and persons on the Engineer's Reserve Board no longer can hold an Engineer's Position, such employee will be placed to the Bump Board until notified a Class of Service change has occurred, in which case employees may exercise their seniority to a Fireman's/Traiman's position or place on the Fireman's Reserve Board.

### ***Run Around Rule (Extra Board)***

When Extra Board Engineer's are run around, they shall remain 1st out.

### ***Extra (Undisturbed Rest)***

### **Eligibility**

Engineers may take extra (undisturbed) rest under the following conditions:

1. When the engineer's tour of duty (non-deadhead) has been for more than eight (8) hours.
2. When the engineer's tour of duty (including deadheads) in the previous five (5) consecutive calendar days have resulted in no rest (off duty) periods of twelve (12) or more continuous hours.
3. Rail Safety Improvement Act (RSIA) The 10 hours of UDR and minute by minute UDR for service over 12 hours is required for employees in all types of service (Yard, Local, Road).
  - a. It is not optional; rest cannot be adjusted because the employee doesn't want it.
  - b. The correct rest is applied automatically upon tie up.

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### Amount Of Rest

Engineers taking extra (undisturbed) rest pursuant to the above are entitled to the following amount of such rest:

1. If on duty for more than eight (8) hours, but less than twelve (12) hours, engineers may take eight (8) or ten (10) hours undisturbed rest.
2. If on duty twelve (12) hours, engineers may take ten (10) or twelve (12) hours undisturbed rest.
3. If there was not a twelve (12) hour rest period in the previous five (5) consecutive calendar days, engineers may take eight (8), ten (10) or twelve (12) hours undisturbed rest.

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### Restrictions

Engineers taking extra undisturbed rest pursuant to the above must so advise CMS at tie up time.

Engineers may not take extra (undisturbed) rest on the day before or the day of a holiday recognized in the agreement.

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### Guarantee

Engineers will not be considered unavailable for guarantee purposes for the first extra rest taken in a pay period. Subsequent periods of extra rest that would have resulted in the engineer delaying a call for service will result in the reduction of guarantee, if applicable.

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## Questions and Answers

Q 1. May an engineer take extra (undisturbed) rest if the last trip in the five (5) day period was a deadhead?

A 1. Yes. The intent of the rule is to provide an opportunity for extra rest when both work and deadhead resulted in no rest period of twelve (12) hours or more in the past five (5) calendar days.

Q 2. Is the engineer removed from the board when taking extra rest?

A 2. No. The engineer will hold his/her position on the board and continue to rotate and if not rested when first out, will remain first out until rested and used.

Q 3. What happens when a engineer takes extra rest at the away from home terminal?

A 3. If the engineer is first out and not rested for call, the engineer will remain first out until rested and called.

Q 4. Must the Carrier hold the train for an engineer requesting extra rest?

A 4. No.

Q 5. Can a engineer who requested and was granted extra rest call later and remove the extra rest?

A 5. No.

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## Pool Engineers

### Calling Information

#### Normal Calling Times

City	Home Terminal	Away from Home Terminal
Dexter	2 hours	2 hours
Dupo/A&S	2 hours	1.5 hours
Ft. Madison	1.5 hours	1.5 hours
Jefferson City	1.5 hours	1.5 hours
Kansas City North	2 hours	1.5 hours
Kansas City South	2 hours	1.5 hours

Poplar Bluff	2 hours	1.5 hours
Salem	3 hours	3 hours
Villa Grove	2 hours	2 hours
Memphis	2 hours	1.5 hours
Paducah	2 hours	2 hours
N Little Rock Cent	2 hours	2 hours
N Little Rock Ark	2.5 hours	2 hours
N Little Rock Valley	2 hours	2 hours
Pine Bluff	2.5 hours	1.5 hours
Alexandria	2 hours	2 hours
Marysville	2 hours	2 hours
McGehee	2 hours	2 hours
Monroe	2 hours	2 hours

**\*\*\*May request 2 hour call - Falls City / Jefferson City\*\*\***

Some engineers may request to receive a 2 hr call. Mark up time was changed to 2 hrs to accommodate this for ENG requesting a 2 hr call

**\*\*\*Engineers residing at Falls City may request a 3 hr call\*\*\***

Salem - When calling a mix DUPO and POPB crew, crews must receive a 3 hr call

**Multiple calls to Work and Deadhead at the same time -**

When calling crews for deadhead and service trips at the same time, the crew first out will deadhead and the second out crew will work.

**Multiple calls to deadhead at the same time -**

The first out crew will deadhead to the nearest point when used in turn-around service. When deadhead to the same location, the first out crew will go to work first. When deadheading and working to the objective terminal, the last out crew will be let out first at the nearest point.

**Minimum Layoff**

What is the minimum layoff for Pool Engineers?

Inside Job?

No Minimum.

Outside Job?

A regular assigned man at an outside point reporting for duty after laying off will be required to notify the extra man he is reporting for duty not less than eight (8) hours before the time to report for the assignment.

***Penalties - Missing Call or Laying Off on Call***

What is the penalty for missing a call?

There is no penalty.

What is the penalty for laying off on call?

There is no penalty.

***Mark Up Restrictions***

When Must an Engineer Mark Up to Avoid Missing His Turn?

Inside Job?

Prior to calling time of the job.

Outside Job?

A regular assigned man at an outside point reporting for duty after laying off will be required to notify the extra man he is reporting for duty not less than eight (8) hours before the time to report for the assignment.

***Giving Up Assignments***

Can a pool Engineer give up his regular assignment?

Regularly assigned Engineers may give up their job when the Engineer's Extra Board is increased, but must notify the Local Chairman for non-guaranteed boards or Carrier for guaranteed boards in advance of his desire for the Extra Board.

When an Engineer gains or loses a Fireman, he may request to the Local Chairman to advertise his assignment and will be permitted to exercise seniority in the same or another class of service. The assigned Engineer must remain on the assignment during the bulletin period unless otherwise agreed by the Local Chairman and the Carrier. Action must be taken prior to the 2nd trip after the Fireman has been assigned.

NOTE - When remaining in the same pool, Engineers must displace the junior Engineer with a Fireman, or take an open turn. When there are no open turns, employees must displace the junior Engineer without a Fireman, if he has gained a Fireman.

***Reduction of Pool Crews***

When reducing the number of Engine crews in the pool, who is cutoff?

Reduce the open turn in the pool. When there are no open turns, the junior Engineer and his Fireman are cut off. (When there are more than one open turns, the Local Chairman will designate which turn is cut off).

***Selection of a Rested or Unrested Pool Turn***

When the first out turn is not rested but subsequent turns are rested, normally the rested turn is used. However, if the turn ID is not rested account has not been in town for eight (8) hours, but the regular engineer is rested (marked up after being off), the turn ID is used.

**Board Order**

KANSAS CITY HUB

<b>POOLS</b>	<b>HOME TERMINAL</b>	<b>AFHT</b>
MX283-NX001/DM255	BASIC SEQUENCE	BASIC SEQUENCE
MX283-BN259/AT230	BASIC SEQUENCE	BASIC SEQUENCE
MX283-KX148	BASIC SEQUENCE	BASIC SEQUENCE
BN259/AT230-NZ021	BASIC SEQUENCE	ORDER LEFT HOME TERMINAL
MX283-MX125	BASIC SEQUENCE	BASIC SEQUENCE
MX283-L 324	BASIC SEQUENCE	ORDER LEFT HOME TERMINAL
MX283-SW279	BASIC SEQUENCE	ORDER LEFT HOME TERMINAL
MX001-XD024	BASIC SEQUENCE	BASIC SEQUENCE
XD024-XG093	BASIC SEQUENCE	ORDER LEFT HOME TERMINAL
MX001-MX125	BASIC SEQUENCE	TERMINAL ARRIVAL TIME
ZC252-XD024	BASIC SEQUENCE	ORDER LEFT HOME TERMINAL
MX001-ZB145/SM198/Z S127	TERMINAL ARRIVAL TIME	ORDER LEFT LAST TERMINAL

X 344 - XG093	BAISC SEQUENCE	ORDER LEFT HOME TERMINAL
X 344 - XD024	BAISC SEQUENCE	ORDER LEFT HOME TERMINAL
X 344 - L 158	BAISC SEQUENCE	ORDER LEFT HOME TERMINAL
X 344 - C 525	BASIC SEQUENCE	ORDER LEFT HOME TERMINAL
K 043 - TP090	BASIC SEQUENCE	BASIC SEQUENCE
C 525 - TB114	BASIC SEQUENCE	ORDER LEFT HOME TERMINAL

**DO TURN CREWS RETAIN THEIR BOARD POSITIONS?**

HOME TERMINAL	AFHT	HOME TERMINAL	AFHT
Kansas City	Marysville	Yes	Yes
Kansas City	Council Bluffs/Des Moines	Yes	Yes
Kansas City	Quincy/ Ft. Madison	Yes	Yes
Quincy/ Ft. Madison	Chicago	Yes	Yes
Kansas City	Jefferson City	Yes	Yes
Kansas City	Coffeyville	Yes	Yes
Kansas City	Pratt	Yes	Yes
St. Louis	Dexter	Yes	Yes
St. Louis	Jefferson City	Yes	Yes
St. Louis	Villa Grove/ So. Pekin/Bloomington	Yes	Yes
Dexter	Memphis	Yes	Yes
Salem	Dexter	Yes	Yes
N Little Rock	Dexter	No	No
N Little Rock	Memphis	No	No

<b>N Little Rock</b>	<b>Monroe</b>	<b>No</b>	<b>No</b>
<b>N Little Rock</b>	<b>Van Buren</b>	<b>No</b>	<b>No</b>
<b>Pine Bluff</b>	<b>Longview</b>	<b>No</b>	<b>No</b>
<b>Monroe</b>	<b>Livonia</b>	<b>No</b>	<b>No</b>
<b>Alexandria</b>	<b>Monroe</b>	<b>No</b>	<b>No</b>

**1st out to deadhead regardless if rested or 1st out when rested for thru freight.**

**Should never be used in turn around service at the AFHT.**

### ***Pool Operations and Hub Notes***

#### **Pool Operations**

Zone 1 - The for UP Dupo-Poplar Bluff and former SSW East St. Louis-Illmo/Jonesboro pool freight service shall be combined into one (1) pool operating between St. Louis and Dexter, with St. Louis as the home terminal. Engineers in this pool shall under normal conditions be confined to through freight service between St. Louis and Dexter, and will not be inducted into other service off the Chester Sub which is not connected with pool freight service in the corridor.

At Dexter, the handling of the New Madrid and Sikeston coal trains shall be consolidated into a single unassigned pool. This pool shall be assigned based upon Zone 1 prior rights seniority, and thereafter from the common roster.

The Carrier shall operate an unassigned service pool (known on the former UP as Pool 1) to protect all unassigned Zone 1 service in Illinois. The home terminal for this pool shall be St. Louis. Engineers in this pool shall not be used to supplant through freight crews or otherwise handle through freight trains between St. Louis and Dexter; however, in the course of handling normal Pool 1 unassigned business, Pool 1 engineer may handle their trains as far south as Dexter.

All UP and SSW pool freight service between Dexter and Memphis will be combined into one (1) pool with Dexter as the home terminal. Memphis will serve as the away from home terminal. Engineers operating between Dexter and Memphis may utilize any combination of UP or SSW trackage between such points. The former UP St. Louis (Dupo) to Memphis ID Agreement is suspended.

All UP and SSW pool freight service between St. Louis and Jefferson will be combined into one (1) pool with St. Louis as the home terminal. Jefferson City will serve as the away from home terminal. Engineers operating between St. Louis and Jefferson City may utilize any combination of UP or SSW trackage between such points.

The UP Salem-Poplar Bluff ID Agreement is suspended. In lieu thereof, the pool will operate from Salem to Dexter with Salem as the home terminal, and Dexter as the away from home terminal.

Zone 2 - All St. Louis to Villa Grove, St. Louis to South Pekin and St. Louis to Bloomington pool freight service shall be combined into one (1) pool with St. Louis as the home terminal. Villa Grove, South Pekin and Bloomington will serve as the away from home terminals. Engineers operating between St. Louis and Villa Grove, South Pekin or Bloomington may utilize any combination of UP/SSW/SPCSL track between such points. Crews may also be transported between the destination terminals for the return trip to the home terminal.

The existing UP Salem to Villa Grove pool shall be maintained with Salem as the home terminal and Villa Grove as the away from home terminal.

The existing UP Villa Grove to Chicago pool will be maintained with Villa Grove as the home terminal and Chicago as the away from home terminal.

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#### Twenty Five Mile Zones -

Zone 1 - At Dexter and Jefferson City, away from home terminal engineers called to operate through freight service to St. Louis may receive the train for which they were called up to twenty-five (25) miles on the far side of the terminal and run back through Dexter or Jefferson City to their destination without claim. When so used, the engineer shall be paid an additional one-half (1/2) day at the basic pro rata through freight rate for this run in addition to the district miles of the run. If the time spent beyond the terminal is greater than four (4) hours, engineers shall be paid on a minute basis at the basic pro rata through freight rate.

At Dexter and Salem, home terminal engineers called to operate through freight service may receive the train for which they were called up to twenty-five (25) miles on the far side of the terminal and run back through the terminal to their destination without claim. When so used, the engineer shall be paid an additional one-half (1/2) day at the basic pro rata through freight rate for this run in addition to the district miles of the run. If the time spent beyond the terminal is greater than four (4) hours, engineers shall be paid on a minute basis at the basic pro rata through freight rate.

Zone 2 - At South Pekin, Bloomington, Villa Grove or Salem, engineers called to operate through freight service may receive the train for which they were called up to twenty-five (25) miles on the far side of the terminal and run back through the terminal to their destination without claim. When so used, the engineer shall be paid an additional one-half (1/2) day at the basic pro rata through freight rate for this run in addition to the district miles of the run. If the time spent beyond the terminal is greater than four (4) hours, engineers shall be paid on a minute basis at the basic pro rata through freight rate.

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- NOTES -
  - DUPO UNASSIGNED SERVICE POOL # 1

- Crews assigned to this pool may originate or terminate at the home terminal, or tie up on line of road. There are no regular assigned away from home terminal locations. Crews tying up at the same location on line of road will work "first in, first out". However, crews tying up at different locations will be called from those locations as needed. Crews may depart Dupo on the train called for, but may return on a different train in continuous service. Crews may tie up on line of road two (2) times. The second call from line of road location requires tie up at the home terminal of Dupo.
- Board position for turn crews out of the home terminal and crews returning to the home terminal from calls on line of road locations is based on Terminal Arrival Time at Dupo.
- KANSAS CITY - OMAHA/DES MOINES POOL
- Crews runaround in Kansas City yard, or en route between Kansas City and Omaha, will, upon arrival at the far terminal, be given the same relative position at Omaha that they held prior to leaving Kansas City. The same applies when working from Omaha back to Kansas City. Crews used in dogcatching service out of the far terminal and relieved en route do to insufficient time will be given the same relative position on the board at the home terminal as held prior to departure from the far terminal.
- When an Engineer is called and reports for duty and for any reason other than his own acts, does not go out, he will be paid when held waiting four (4) hours or less, one-half day at the daily rate of basic day, according to the class of service for which he is called and be listed first out. If held waiting over four (4) hours he shall receive a day's pay for service called and be listed first out and will cut a new slot when rested on the blue print board.

#### ST. LOUIS LABADIE POOL

Crews work first in first out based upon Terminal Arrival Time. Crews can only work one time each calendar day. Two (2) crews are maintained in this pool, each with a rest day. This pool only works Labadie coal trains.

#### NLRK/Pine Bluff Hub Operations

##### Zone 1

##### North Operations

All North Little Rock to Poplar Bluff and Pine Bluff to Illmo freight service shall be combined into one (1) pool with North Little Rock/Pine Bluff as the home terminal. Dexter will serve as the away from home terminal. engineers operating between North Little Rock/Pine Bluff and Dexter may utilize any combination of UP and SSW tracks between such points. The on duty location for this pool shall be at North Little Rock.

- a. The pool described above shall be slotted, and Attachment "B" lists the slotting order for the pool. Former UP and SSW engineers shall have prior rights to said pool turns as set forth in said Attachment "B". The Carrier and the Organization shall mutually agree on the number of turns subject to this arrangement. If turns in excess of that number are established or any of such turns be unclaimed by a prior rights engineer, they shall be filled from the zone roster, and thereafter from the common roster.
- b. The UP pool presently protecting coal train service North Little Rock to/from Newport shall remain a separate pool and shall be unaffected by this agreement.
- c. The current UP Dupo-Memphis ID pool shall be suspended upon implementation of this Agreement.
- d. The current UP Salem-Poplar Bluff ID pool shall continue as present except that runs shall begin and end at Dexter rather than Poplar Bluff. From the time of implementation of this Agreement until time of implementation of Merger Implementing Agreement for the St. Louis Hub, engineers in the Salem-Poplar Bluff ID pool shall be paid district miles to and from Poplar bluff even though running only to/from Dexter. This payment of constructive miles is an interim measure which terminates when the St. Louis Hub is completed.
- e. The current SSW St. Louis to Illmo pool shall be extended to Dexter upon implementation of this Agreement, with payment of additional district miles being made for such extended runs.
- f. The current UP Dupo to Poplar Bluff pool shall continue as present except that runs shall begin and end at Dexter rather than Poplar bluff. From time of implementation of this Agreement until time of implementation of a Merger Implementing Agreement for the St. Louis Hub, engineers in the Dupo-Poplar Bluff pool shall be paid district miles to/from Poplar Bluff even though running only to/from Dexter. This payment of consecutive miles is an interim measure which terminates when the St. Louis Hub is completed.

All North Little Rock to Memphis and Pine Bluff to Memphis pool freight service shall be combined into one (1) pool with North Little Rock/Pine bluff as the home terminal. Memphis will serve as the away from home terminal, and shall cease to function as a home terminal for pool service between North Little Rock and Memphis. Engineers operating North Little Rock/Pine Bluff and Memphis may utilize any combination of UP and SSW tracks between such points.

- a. The pool described above shall be slotted, and Attachment "C" lists the slotting order for the pool. Former UP and SSW engineers shall have prior rights to said pool turns as set forth in said Attachment "C". The Carrier and the Organization shall mutually agree on the number of turns subject to this arrangement. If turns in excess of that number are established or any of such turns be unclaimed by a prior rights engineer they shall be filled from the zone roster, and thereafter from the common roster.

a. Engineers protecting through freight service in the North Little Rock/Pine Bluff to Memphis pool described in the Article above shall be afforded lodging at North Little Rock, if requested, pursuant to the terms of this Agreement. The option to exercise "reverse Lodging" at the home terminal must be initiated with CMS within thirty (30) days following the date of implementation of this Agreement and remains in effect for a one (1) year period, renewably annually thereafter. This provision does not apply to employees hired on or after the date of this Agreement.

c. Engineers protecting through freight service in the North Little Rock/Pine Bluff to Memphis pool, who have elected the reverse lodging option described above shall have lay off privileges at the away from home terminal consistent with the designated collective bargaining agreement rules and practices. When an engineer lays off at the away from home terminal, such vacancy will be filled by the extra board at Memphis, if in existence.

Pool freight engineers in the North Little Rock/Pine Bluff-Dexter and North Little Rock/Pine Bluff-Memphis pools may not be used to handle their through freight trains, either at the beginning or the end of their trip, from North Little Rock to Pine Bluff or vice versa. Such trackage may only be used by such engineers under the 25 mile zone provisions described below.

a. Pool freight engineers described herein may receive their train up to twenty-five (25) miles on the far side of the terminal or receive or deliver their train up to twenty-five (25) miles on the UP Monroe Subdivision between North Little Rock and Pine Bluff without claim or complaint from any other engineer.

b. For purposes of the application of this Agreement, the lines of demarcation shall be the terminal (switching) limits of North Little Rock and Pine Bluff Terminals prior to the implementation of this Agreement. For the territory between North Little Rock and Pine Bluff, the engineer must operate south of UP Monroe Subdivision Mile Post 315.7, vicinity of North Little Rock, or North of UP Monroe Subdivision Mile Post 356.0, vicinity of Pine Bluff.

c. When so used, the engineer shall be paid an additional one half (1/2) day at the basic pro rate through freight rate in addition to the district miles of the run. If the time spent beyond the terminal is greater than four (4) hours, then they shall be paid on a minute basis at the basic pro rate through freight rate.

Concurrent with the suspension of ID service between Dupo and Memphis, a new short pool shall be established for handling of pool freight service between Dexter and Memphis with Dexter as the home terminal. Memphis will serve as the away from home terminal, and shall cease to function as a home terminal for service between Dupo and Memphis. Engineers operating between Dexter and Memphis may utilize any combination of UP and SSW tracks between such points.

a. Hours of Service relief through freight trains destined for Memphis, whether in the Dexter-Memphis pool or the North Little Rock/Pine Bluff-Memphis pool, shall be performed by the extra board at Memphis, if in existence. If not, it shall be performed by the first out rested away from home terminal engineer in the appropriate pool. Upon completion of such service, said engineer

shall be placed first out upon arrival subject to rest for service or deadhead to the home terminal. If no extra board engineer is available and there are no rested away from home terminal engineers, such relief will be protected from the North Little Rock or Dexter engineers on a straight away basis.

In addition to protecting pool freight service between Dexter and Memphis, a sufficient number of engineers shall be maintained at Dexter to protect all other service requirements at or in the vicinity of said location, including but not limited to:

- a. Local, road switcher, yard, work, wreck, or any other service headquartered at or in the vicinity of Poplar bluff, including operations on the DeSoto Subdivision between Poplar Bluff and Gads Hill.
- b. Local, road switcher, yard, work, wreck, or any other service headquartered at or in the vicinity of Dexter, including Jonesboro, Illmo and Paragould.
- c. All Hours of Service relief of pool freight engineers within a fifty (50) mile radius of Dexter in any direction which are not performed by road engineers under a 25 mile zone provision.
- d. New Madrid coal trains operating between Dexter and the power plant, including handling thereof from/to Illmo when stored or staged at that location.
- e. Sikeston coal trains operating between Poplar Bluff and Sikeston.

During the interim period between implementation of this Agreement and the implementation of a St. Louis Hub Agreement, engineer staffing needs at Dexter to protect the above service shall be drawn from existing engineers at Poplar Bluff and Illmo. final arrangements shall be negotiated in the St. Louis Hub Agreement.

At Dexter, away from home terminal engineers called to operate through freight service to either North Little Rock/Pine Bluff or Memphis may receive the train for which they were called up to twenty-five (25) miles on the far side of the terminal and run back through Dexter to their destination without claim or complaint from any other engineer. When so used, the engineer shall be paid an additional one-half (1/2) day at the basic pro rate through freight rate for this service in addition to the district miles of the run. If the time spent beyond the terminal under this provision is greater than four (4) hours, then they shall be paid on a minute basis at the basic pro rate through freight rate.

Engineers of the St. Louis Hub may have certain rights to be defined, if any, in the implementing agreement for that hub, to receive their through freight trains up to twenty-five (25) miles on the far side of the terminal and run back through the terminal without claim or complaint from any other engineers.

The terminal limits of Dexter shall extend between Mile Posts 46.0 and 53.0 on the SSW Illmo Subdivision and to Mile Post 188.0 on the UP Chester Subdivision.

It is the intent of the parties that all the work described above shall belong to the St. Louis Hub. Effective upon implementation of this Agreement, all of said work shall be performed by such engineers at Dexter and shall not be under the jurisdiction of the North Little Rock/Pine Bluff Hub in any manner.

a. The integration of the above engineers and work shall be more definitively described in the merger Implementing Agreement covering the St. Louis Hub.

b. In the interim period between the implementation of this Agreement and a Merger Implementing Agreement for the St. Louis Hub, former SSW and UP engineers shall be maintained on separate rosters and extra boards for purposes of continuing to protect their prior pools, assignments and extra service. Hours of Service relief of North Little Rock/Pine Bluff Hub crews pursuant to Section 7.c above shall be performed by the two interim extra boards at Dexter on an alternating basis.

All UP and SSW operations within the Memphis terminal limits shall be consolidated into a single operation. All existing yard assignments at Memphis shall be converted to road switcher assignments upon implementation of this Agreement. All road crews may receive/leave their trains at any location within the terminal and may perform work within the terminal pursuant to the designated collective bargaining agreement provisions, including national agreements. All rail lines, yards and/or sidings within the Memphis Terminal will be considered as common to all engineers working in, into and out of Memphis.

Interchange rules are not applicable to intra-carrier moves within the terminal.

a. Upon completion of a new intermodal facility at Ebony, engineers may originate and/or terminate their runs at said facility. Since road trains will also originate at a variety of other locations within the Memphis Terminal, none of which will include the present Sergeant Yard, it is agreed that the designated on and off duty location shall be at the lodging facility. The appropriate Local chairman shall participate in the selection of the lodging facility and insure that all necessary CRT's, printers, lockers, etc. are made available at said lodging facility.

b. The Westward terminal limits of the consolidated Memphis terminal are as follows:

SSW Mile Post 4.1 (Memphis Line)

UP Mile Post 375.8 (Memphis Sub)

Engineers will be provided lodging at all of the away from home terminal locations pursuant to existing agreements, and the Carrier shall provide transportation to engineers between the on/off duty location and the designated lodging facility.

At all terminals the Carrier will designate the on/off duty points for all road and yard crews, with these on/off duty points having appropriate facilities as currently required in the designated collective bargaining agreement.

Engineers protecting pool freight or other road service which originates in the North Little Rock/Pine Bluff terminal, upon making the return trip into said terminal, shall be provided transportation to the same on/off duty location in the home terminal from which they commenced service. Time consumed in being transported, calculated from the time relieved (train comes to rest), shall be paid for on a minute basis at the basic pro rata through freight rate, separate and apart from the service trip, with a minimum of two (2) hours.

NLRK/Pine Bluff Hub Operations

Zone 1

South Operations

All North Little Rock - Texarkana/Mineola, Pine Bluff - Texarkana and Pine Bluff - Shreveport pool operations shall be combined into one (1) pool with North Little Rock/Pine Bluff as the home terminal. Longview and Shreveport will serve as the respective away from home terminals. The on duty location for this pool shall be at Pine Bluff. Engineers in this pool may operate to either Longview/Big Sandy or Shreveport. Engineers operating to Big Sandy via Mt. Pleasant shall be transported to their final terminal of Longview and be paid time or miles, whichever is greater, from time relieved (train comes at rest) at the basic pro rate through freight rate. Engineers called on duty at Longview and transported to their train at Big Sandy to be operated via Mt. Pleasant shall be paid the additional miles as part of the district miles. Engineers operating between North Little Rock/Pine Bluff and Longview/Big Sandy or Shreveport may utilize any combination of UP and SSW tracks between such points. All engineers shall be maintained on one (1) away from home terminal board on a first in, first out basis at Longview, based upon arrival at Longview.

a. This pool described above shall be slotted, and Attachment "D" lists the slotting order for the pool. former UP(MP), UP(TP) and SSW engineers shall have prior rights to said pool turns as set forth in said Attachment "D". the Carrier and the Organization shall mutually agree on the number of turns subject to this arrangement. If turns in excess of that number are established or any such turns be unclaimed by a prior rights engineer, they shall be filled from the zone roster, and thereafter from the common roster.

b. Coal trains destined for Winfield on the SSW Commerce Subdivision or empty movements there from shall also be handled by this pool. Engineers in this pool shall leave or receive such trains at Texarkana for handing to/from the plant by engineers of the Longview Hub. It is understood that road engineers leaving such trains at Texarkana will be transported to Longview (and vice versa on the empty movement) and paid district miles thereto. Coal trains destined for Winfield via Big Sandy and empty movements from Winfield to Big Sandy shall be handled by engineers of the Longview Hub.

c. The current UP North Little Rock-Mineola ID pool shall be suspended upon implementation of this Agreement.

d. In the event operating conditions require operations from North Little Rock/Pine Bluff to Longview/Big Sandy via Shreveport, such runs shall terminate at Shreveport and be handled between Shreveport and Longview by engineers of the Longview Hub.

e. In the event operating conditions require operations from North Little Rock/Pine Bluff to Shreveport via Longview/Big Sandy, such runs shall terminate at Longview and be handled between Longview and Shreveport and engineers of the Longview Hub.

As set forth in the Implementing Agreement for the Longview Hub, for purposes of road engineers leaving or receiving road trains, the terminal limits of Shreveport have been extended westward to Mile post 323.8 on the UP Reisor Subdivision. It is understood that road engineers shall be paid the additional road miles operated when leaving or receiving their trains at Reisor.

At Longview/Big Sandy or Shreveport, away from home terminal engineers called to operate through freight service to North Little Rock/Pine Bluff may receive the train for which they were called up to twenty-five (25) miles on the far side of the terminal and run back through Longview, Big Sandy or Shreveport to their destination without claim or complaint from any other engineer. when so used, the engineer shall be paid an additional one-half (1/2) day at the

basic pro rate through freight rate for this service in addition to the district miles of the run. If the time spent beyond the terminal under this provision is greater than four (4) hours, they shall be paid on a minute basis at the basic pro rata through freight rate.

Hours of Service relief of through freight trains operating southbound from North Little Rock/Pine Bluff to either Shreveport or Longview/big Sandy which have not reached Lewisville or Texarkana shall be protected by engineers at North Little Rock/Pine Bluff. If such trains have reached Lewisville or Texarkana or beyond, Hours of Service relief may be performed by the Shreveport or Longview extra board, unless Carrier desires to dispatch an engineer from North Little Rock/Pine Bluff for crew balancing purposes. It is also understood that through freight crews may provide relief of such trains under a 25 mile zone provision.

Assignments other than through freight service, as described above, which originate at Shreveport, Marshall, Texarkana, Mt. Pleasant, Longview and Big Sandy, are not comprehended by the North Little Rock/Pine bluff Hub and shall be protected by engineers of the Longview Hub.

Engineers operating in the directional pool shall be provided lodging at Longview. Engineers being transported from Shreveport to Longview for lodging shall be paid the greater or mileage (55) miles), at the basic pro rate through freight rate, or time consumed, calculated from time relieved) train comes to rest), on a minute basis at the basic pro rate through freight rate, separate and apart from the service trip. Engineers called for service to operate Shreveport to North Little rock/Pine bluff shall be paid for the time being transported between Longview and Shreveport on the same basis.

Engineer will be provided lodging at all of the away from home terminal locations pursuant to existing agreements, and the Carrier shall provide transportation to engineers between the on/off duty location and the designated lodging facility.

At all terminals the Carrier will designate the on/off duty points for all road and yard engineers, with these on/off duty points having appropriate facilities as currently required in the collective bargaining agreement.

Engineers protecting pool freight or other road service which originated in the North Little Rock/Pine Bluff Terminal, upon making the return trip into said terminal, shall be provided transportation to the same on/off duty location in the home terminal from which they commenced service. Time consumed in being transported, calculated from time relieved (train comes to rest) from duty, shall be paid for on a minute basis at the basic pro rata rate, separate and apart from the service trip, with a minimum of two (2) hours.

Pool freight engineers in the North Little Rock/Pine Bluff-Shreveport/Longview/Big Sandy pool may not be used to handle their through freight trains, either at the beginning or the end of their trip, from North Little Rock to Pine Bluff or vice versa. Such trackage may only be used by such engineers under the 25 mile zone provisions described below.

a. Pool freight engineers described above may receive their train up to twenty-five (25) miles on the far side of the terminal or receive or deliver train up to twenty-five (25) miles on the UP Monroe Subdivision between North Little Rock to Pine Bluff without claim or complaint from any other engineer.

b. For purposes of the application of this Agreement, the lines of demarcation shall be the terminal (switching) limits of North Little Rock to Pine Bluff Terminals prior to the implementation of this Agreement. For the territory between North Little Rock to Pine Bluff, the engineer must operate south of UP Monroe Subdivision Mile Post 315.7, vicinity of North Little Rock, or north of UP Monroe Subdivision Mile Post 346.0, vicinity of Pine Bluff.

c. When so used, the engineer shall be paid an additional one half (1/2) day at the basic pro rata through freight rate in addition to the district miles of the run. If the time spent beyond the terminal under this provision is greater than four (4) hours, then they shall be paid on a minute basis at the basic pro rata through freight rate.

#### NLRK/Pine Bluff Hub Operations

##### Zone 2

Existing North Little Rock-Van Buren pool operations shall be preserved under this Agreement. The on duty location for this pool shall be at North Little Rock. Engineers arriving from or departing to Van Buren may leave or receive their trains anywhere within the North Little Rock/Pine Bluff Terminal, and perform any work in connection therewith as permitted by local or national agreements. North Little Rock/Pine Bluff will serve as the home terminal. Van Buren will serve as the away from home terminal.

a. The Carrier and the Organization shall mutually agree on the number of turns which shall be prior righted to engineers of this prior rights zone. If turns in excess of that number are established or any of such turns be unclaimed by a prior rights engineer, they shall be filled from the zone roster, and thereafter from the common roster.

b. Hours of service relief of trains operating from North Little Rock/Pine Bluff to Van Buren may be protected by rested away from home terminal engineers at Van Buren if the train has reached Spadra or beyond. If the train has not reached Spadra, a home terminal engineer at North Little Rock/Pine Bluff shall be used to provide such relief.

Engineers will be provided lodging at the away from home terminal pursuant to existing agreements in this pool and the Carrier shall provide transportation to engineers between the on/off duty location and the designated lodging facility.

Engineers in this pool making a return trip from the away from home terminal shall be provided transportation to the same on/off duty location in the home terminal from which they commenced service. Time consumed in being transported, calculated from time relieved (train comes to rest) shall be paid for on the minute basis at the basic pro rata through freight rate, separate and apart from the service trip, with a minimum of two (2) hours.

Zone 2 pool freight engineers may not be used to handle their through freight trains either at the beginning or the end of their trip, from North Little Rock to Pine Bluff or vice versa. Such trackage may only be used by such engineers under the 25 mile zone provisions described below.

a. Pool freight engineers described above may receive their train up to twenty-five (25) miles on the far side of the terminal or receive or deliver train up to twenty-five (25) miles on the UP