

Quality of Life Extra Boards

This agreement is written so that trainmen can increase their income and spent time off to enjoy their hard work without discipline for doing so.

Under this agreement trainmen can prevent hitting 6 straight starts and work more.

SNYAPOSIS OF Quality of Life Extra Boards 5/2 ROTATION IN ERWIN, TN

All extra boards working out of Erwin, TN and Kingsport, TN- will work in a 5/2 rotation. This will apply to AP/KP, AP/ER, AP/DA, AP/LO and AP/BR guarantee and non-guarantee boards including pool jobs and yard boards.

- 1. All extra board assignments and pool jobs will work or be available Five straight days and off two straight days. If an employee is away from their home terminal when their off days are scheduled to start, the off days will begin once they return to their home terminal and put off.**

Note- Deadheads, missed days, dropped turns will not break the continuity of the 5/2 cycle.

Why-

- Anything greater than 5/2 puts trainmen in jeopardy of hitting 6 straight starts without their desire to do so.
- Regular off days allow trainmen to have a regular schedule and higher quality of life.
- Regular off days does not eliminate a trainmen's seniority.
- Regular off days prevent trainmen discipline for attending church or other regular activities with their families by not having to mark off to do so.

- 2. One or both off days can be turned off by the trainman if they chose to do so.**

Why-

If a trainmen wants to increase their income they can skip their one or both off days if they so chose.

- 3. Trainmen can markup from their off day or any paid day off at any time.**

Exceptions- An employee can markup from off days or paid time off but not Personal Business or Sick. An employee marked off sick will be required to stay off at least 12 hours. An employee marked off Personal business will be required to stay off at least 24 hours.

Why-

A trainman that only needs 2 hours rest to prevent 6 straight starts they can take only 2 hours of their off day and mark backup to increase their income.

- 4. The guarantee brakemen and switchmen extra boards will be paid at the full foreman rate for 5 days each week. If an employee on one these boards, turns off their off days or marks up early this will not increase their guarantee.**

- 5. Auxiliary Service List (ASL) will be activated for each board.**
- A. This list will provide crew management with a list of people who are willing to work on their off days instead of calling a rooster by seniority. (Saves time and prevents fatigue.)**
 - B. Trainmen may add or remove their name from these lists at anytime.**
 - C. Trainmen on this list will have the option of accepting the call or not just as they do when a regular rooster is run for people to work.**
 - D. Trainmen who fail to place their name on these lists forfeit their right to any claims for not being called to work on their off days.**
 - E. Yard employees will not be permitted to sign up on road ASL list.**
 - a. This is to prevent them from being out of place when their off days are over and exhausting the yard boards.**
 - F. Road employees will not be permitted to sign up on yard ASL but are able to cover work in the yard in effect because the Brakeman's Extra Board covers all assignments.**

6. Coverage and Call Order.

When there is a vacancy on a regularly assigned yard job, the vacancy will be filled as follows:

- A. Switchman on the assignment stepped up to work as yard foreman; if none,**
- B. First-out employee on the yard extra board in the yard where the vacancy exist; if none,**
 - Note: In application of Item B above, if a vacancy exist in Erwin Yard, trainmen on the Kingsport yard extra board will not be called to work in Erwin, if a vacancy exist in Kingsport Yard, trainmen on the Erwin yard extra board will not be called to work in Kingsport.
- C. First-out employee on the brakeman extra board; if none,**
- D. Call from the Furlough Retention Board; if none,**
- E. Call from Yard Auxiliary Service List; if none,**
- F. Call from Road Auxiliary Service List; if none,**
- G. Employees who are on their off day and have volunteered to protect service; if none,**
- H. If there is a need for an employee to work four hours or less, the work will be offered in seniority order to employees working in yard service (with the junior employee forced).**

Yard extra boards will only protect yard assignments in the yard where they are assigned. Employees may volunteer to protect assignment in other yards on a daily basis only. No road assignments will be protected from yard extra boards. This will prevent yard extra boards from being exhausted due to employees being out of town and not able to protect yard assignments.

- 7. All other aspects not covered in this agreement will be covered by the Single System Agreement or current contract in effect in that it does not conflict with this agreement. Any pay raises or benefits given in the Single System Agreement or replacement contract will apply to this agreement without changing the 5/2- work/off-day rotation.**

Cancelation clause:

This agreement can be canceled by either party with a thirty day written notice.

SUMMATION:

This contract will benefit both the company and the employees by providing the quality of life the union and the company have strived for.

Attendance issues will be reduced as well as fatigue problems for the employees. These reduced attendance problems will increase availability. A reduction in fatigue will increase safety.

The company can allow the employees that wish to work more to skip their off days or markup early from their off days without hitting the mandatory 6/2 required by federal law. These same employees can take their off days to get the rest they need without marking off unexpectedly.