

Article V (Volunteer Surplus Status)

Section 2.

1. Q. How many employees will be entitled to request "volunteer surplus status" on each subdivided seniority district?
 - A. Any employee on a subdivided seniority district where there are surplus employees will be given the opportunity to select volunteer surplus status. (If the Carrier decides to offer voluntary separations on a seniority district, it will delay offering volunteer surplus status until requests for separations are processed.)
2. Q. What is the relationship between volunteer surplus status and engine service. May an employee in train and yard service who also has seniority in engine service select voluntary surplus status? If so, will that employee be recalled to engine service when needed? If recalled to engine service, then furloughed from engine service, may that employee return to volunteer surplus status?
 - A. The employee with seniority in both train/yard and engine service is entitled to select volunteer surplus status, if the employee is in active service as trainman or yardman when volunteer surplus status is established. The employee will be subject to recall to engine service pursuant to schedule rules and agreements applicable to that craft. If the employee is again reduced from engine service and is unable to hold a position in active service on the subdivided seniority district as a result of the implementation of this agreement, the employee may select reserve status.
3. Q. Will the Carrier post information regarding the current status of the volunteer surplus board?
 - A. Yes, that information will be available along with other crew board records.

Section 4 (a).

1. Q. Will employees in volunteer surplus status be entitled to collect merger guarantee or other existing displacement allowances?
 - A. Employees in voluntary surplus status will not be entitled to collect merger guarantee or other existing displacement allowances during the period of time when they are in volunteer surplus status. Such protective benefits will be reinstated after the employee is recalled to active service.

Section 4 (b).

1. Q. Will an employee assigned to volunteer surplus status receive vacation pay earned in 1992?
 - A. Yes. An employee who has not received paid vacation prior to entering volunteer surplus status will receive pay in lieu of vacation.

Section 4 (c).

1. Q. If an employee in volunteer surplus status dies will the difference between \$60,000 and the gross amount of the payments previously received be paid to the employee's estate?
 - A. Yes.
2. Q. Can an employee be returned to Voluntary Surplus Status after being recalled to active service?
 - A. No. Once the employee is recalled to active service, he will be entitled to reserve status if unable to hold a position on his subdivided seniority district.

Section 4 (d).

1. Q. Do volunteer surplus status payments end if the employee is recalled to active service prior to depleting the entire \$60,000 amount?
 - A. Yes.

Section 5.

1. Q. If an employee in volunteer surplus status has not been recalled to active service prior to receiving the final payment, will health and welfare coverage continue?
- A. Health and Welfare coverage will continue until the end of the month following the month in which an employee last receives compensation under this Article.

Section 7.

1. Q. Is an employee in volunteer surplus status eligible for any subsequent separation offers made under Article VI, Section 2, (c)?
- A. No, not unless the employee has been recalled and is in active service as a trainman/yardman.

Section 8.

1. Q. Are employees in volunteer surplus status required to take rules and physical examinations?
- A. Employees in volunteer surplus status will not be required to take physical, rules or promotion examinations until recalled to active service.