

ARTICLE VII (PRODUCTIVITY FUND)

1. Q. Are employees, either forced or volunteering for reserve status eligible for payment, or accrual, of productivity shares for time spent on reserve boards?

A. No.
2. Q. Are employees who hired out after the effective date of the pertinent Crew Consist Agreement (effective 12/5/80, 8/1/80 or 6/29/84) eligible to participate in the productivity fund?

A. No.
3. Q. Will vacation taken while on the reserve board count as Productivity Shares the same as vacation taken off active yard or road assignments?

A. An employee in reserve status who is receiving vacation pay based on the previous years actual earning will receive one productivity fund share for each day of paid vacation under provision of Article 17 of the December 5, 1980 Crew Consist Agreement and under provisions of Article 19 of the Crew Consist Agreements effective August 1, 1980 and June 29, 1984. Reserve status employees who are eligible for vacation pay based upon reserve board time will not receive productivity fund shares.
4. Q. Will personal leave days be counted as credits or productivity fund shares?

A. No.