

MEMORANDUM OF AGREEMENT
between
FORT WORTH AND DENVER RAILWAY COMPANY
and
UNITED TRANSPORTATION UNION

IT IS AGREED:

(A) A helper district is established for the purpose of helping trains between Alford and Decatur with home terminal at Alford.

(B) One conductor will be assigned to work on each assignment in this helper service.

(C) Where more than one conductor is assigned to helper service the bulletin establishing the assignments will specify the time periods in which conductors will be subject to duty.

Example:

Helper Assignment No. 1
Conductor subject to call for duty between 8:00 A.M. and 8:00 P.M.

Helper Assignment No. 2
Conductor subject to call for duty between 8:00 P.M. and 8:00 A.M.

It is understood that if conductors are not called for duty in the first four hours of their assigned hours, they will automatically go under pay at the expiration of the fourth hour, but will not go on duty until called to go on duty.

(D) Conductors assigned to helper service will be paid the less than \$1 car through freight rate.

(E) Conductors in assigned helper service may be used to make one or more trips on a continuous time basis, provided that any trip starting out of terminal after the expiration of eight (8) hours from time required to report for duty on initial trip, or after helper crew has made one hundred (100) miles shall be paid for on the basis of a new day.

(F) Conductors assigned to helper service shall be allowed a minimum of one hundred (100) miles for each date on which no helper service is begun.

(G) Final terminal delay will not be paid assigned helpers except when one hundred (100) miles or more are made.

(H) Conductors in assigned helper service used in other than helper service shall be allowed a minimum day therefor at the rate and under the rules governing the service performed, but such miles or hours in other service shall not be used in computing overtime in helper service.

(I) Helper assignments will not be considered as having a mileage component and the assigned conductor, if qualified, will receive holiday payments in accordance with Article 1 of the June 25, 1964 Agreement, as revised.

(J) Temporary vacancies on helper assignments will be filled by extra conductors from Wichita Falls, who will be allowed deadhead pay (mileage allowance if their personal automobile is used) and Away From Home Expenses in accordance with Article 11 of the June 25, 1964 Agreement, as revised, if eligible for those allowances.

(K) This Agreement is no guarantee that the Carrier will continue helper service in perpetuity. It imposes no restrictions on the Carrier's right to abolish the assignments at any time.

(L) The Carrier may change the home terminal to Decatur upon notice to the crews and the General Chairman.

(M) It is understood and agreed this Agreement may be cancelled by either party signatory hereto upon thirty (30) days written notice to the other party.

Signed at Fort Worth, Texas, this 27th day of March, 1980.

FOR
UNITED TRANSPORTATION UNION:

L. D. Prestage
General Chairman

FOR
FORT WORTH AND DENVER RAILWAY COMPANY:

A. M. Tisdale
Director, Labor Relations