

ARTICLE 13 - HOSTLING SERVICE

Section A - Hostling Classifications

Art. 4  
Sec. 1  
Modified

(1) Hostlers assigned to act as foremen will be designated as Hostler-Foremen and paid a 40-cent per day differential. Such positions will be filled according to seniority in the same manner as other Hostler positions. Employes not familiar with the work and qualifications of Hostler-Foremen positions will be required to qualify themselves before being assigned such positions.

(2) Hostlers who are required to handle locomotives between mechanical area and passenger station or other points outside the mechanical area, or on main tracks, shall be classified "Outside Hostlers"; those whose duties are restricted to within the mechanical area shall be classified "Inside Hostlers."

(3) The term "Hostler Helpers" applies to employes when used to assist Outside Hostler.

Added  
Here

(4) "Hostling" as used herein generally encompasses Outside Hostlers, Outside Hostler Helpers and Inside Hostlers.

Section B - Qualifications

M/A  
6/15/73

(1) On seniority districts where there is one or more hostling assignments or where extra hostling assignments are worked:

(a) Firemen will be required to qualify as Inside Hostler on his own time by the time they complete one calendar month of service;

(b) Firemen will be required to qualify as Outside Hostler on his own time by the time they complete three calendar months of service.

(2) During the one-month period mentioned in Paragraph (1) above, the Carrier may designate the yard and/or road assignments on which the newly employed Fireman will work, varying the assignments so to give the newly employed Fireman some experience, as nearly as practical, on the entire seniority district and on the various types of service. The last two weeks of the one-month period will be on assignments which leave the new Firemen with lay-over periods at the home terminal which permits that Fireman to spend qualifying time with the Hostler(s).

M/A  
6/15/73

(3) Extensions in the one-month and three-months periods mentioned in Paragraph (1), above, may be granted by agreement between a local Carrier Officer and the involved Local Chairman when they find that the delay in qualification was caused by someone or something beyond the individual Fireman's control instead of because of that Fireman's unwillingness or inability to satisfy the qualification requirements. Unless there is such an agreement, the new Fireman will not be permitted to work in any capacity (after the expiration of the one-month or three-month period) until he has fulfilled the qualification requirement.

Obsolete paragraph >  
deleted

Section C - Filling Hostling Positions

Modified

(1) The positions of Hostlers and Outside Hostler Helpers shall be filled from the ranks of Firemen when vacancies exist or new positions are created; provided, that Engineers who may become permanently incapacitated from performing service as Engineers, either in road or yard service, are eligible for positions of Hostlers and Hostler Helpers but cannot displace an incapacitated Fireman or Engineer who is junior when, by such displacement, the latter person is deprived of a Hostler or Outside Hostler Helper position.

Obsolete paragraph >  
deleted

Modified

(2) Employees shall be required to pass the required examination before being assigned to Hostler positions.

Modified

(3) Effective November 1, 1919, inside hostler work was given to Firemen, with the distinct understanding Hostlers were to do same class of work they were then doing, it not being the intention to change any from the practice then in effect, neither increase nor decrease the amount of work.

(several lines deleted)

(4) In assigning incapacitated Engineers or Firemen to hostling positions under the provisions of this Section, it is agreed that:

Modified

(a) No such assignments will be made until they are approved by the proper Carrier Officer and the General Chairman of the UTU-Enginemen.

(b) No incapacitated Engineer or Fireman who is 65 years of age or older will be considered for assignment to a position in hostling service.

(c) An incapacitated Engineer or Fireman who is placed in hostling service will be given a seniority date in hostling service as of the date first service is performed in that capacity, and will be considered a Hostler-Fixture. He cannot displace another incapacitated Engineer or Fireman who has been inducted into hostling service prior to the date of his induction into hostling service.

Corrected 12/19/75a

Modified to  
comply with  
65 yr. retire-  
ment.

(d) Any incapacitated Engineer or Fireman assigned to hostler-fixture service will hold and continue to accumulate whatever seniority he may have as a Fireman, while remaining in hostler-fixture service, until the last day of the month in which he reaches the age of 65.

Art. 5  
Sec. 2  
Modified

(e) Incapacitated Engineers or Firemen placed in hostler-fixture service who retain seniority in accordance with Paragraph 4 (d) above, may exercise seniority in fireman service to the level of their original seniority as Fireman in accordance with Article 27, Section A (1) of this Agreement, provided they are re-examined and pronounced physically fit for such service by the Carrier's Chief Medical Officer or physician.

(f) It is understood that no incapacitated Hostler will be permitted to hold a hostling assignment to the exclusion of a Fireman senior to him in service who may be cut off the working list through force reduction.

Section D - Hostling Vacancies

(1) Permanent Vacancies

LI 7/6/38  
Modified  
(Similar to  
Art. 5  
Sec. A (4)  
- Yard)

(a) Each regular hostling assignment should be given a "job" number. Hostling assignments shall be bulletined and assigned in accordance with the provisions of Article 20. Such bulletins should show the job number, time and place for going on duty and the assigned work (or rest) days.

(b) In the event that there is no qualified applicant (bidder) for a bulletined hostling service vacancy:

(Manning)  
Modified  
Art. 4  
Sec. 5 (a) & (b)  
as amended  
by Art. IV,  
Sec. 3 of  
Manning Agt.

The junior qualified Extra Fireman, (if an extra board is being maintained) will be forced assigned. If none,

*(but not including furloughs under Art. 2, Part C, Sec. 5)*

*JOB  
W.B.*

The senior qualified furloughed Fireman will be forced assigned. If none,

The junior qualified assigned Fireman (i. e. assigned in other than hostling or passenger service) will be forced assigned; *If none, assign the senior qualified Fireman furloughed under Art. 2, Part C, Sec. 5.*

*JOB*

1st 2 sentences adopted here

Firemen on vacation or leave of absence will not be forced assigned. If, except for such status, they would have been forced assigned, they will (upon return to active service) be required to displace (release) a Fireman thus affected by their absence. Forced assignments, except as otherwise provided in this Section D, shall be handled in accordance with the provisions of Article 20, Section C.

(Article 13, Section D Cont'd)

Art. IV, (c) A Fireman thus forced assigned will remain on  
 Sec. 5 of the forced assignment unless and until he is displaced by a  
 Manning Agt. senior qualified Fireman or upon a junior Fireman (junior to  
 Modified him) becoming qualified. In the latter event, the senior forced  
 assigned Fireman (on an assignment for which the junior Fire-  
 man is qualified) will be permitted to vacate the assignment (and  
 Last exercise his seniority) and the junior Fireman will be assigned to  
 sent. such position while it is under bulletin (and if there are no bidders  
 adopted here on the bulletin, he will remain forced assigned).

Art. 4 (d) When a Fireman is forced assigned to a hostling  
 Sec. 5 (d) assignment, he will be allowed pay for deadheading, if any, from  
 Modified his lay off point to initially assume his new assignment.

(e) There shall be preference in hostling service.  
 Similar When the starting time of any hostling assignment is changed  
 to Art. 5 one hour or more; when the point for beginning and ending day  
 Sec. A is changed, and/or when the rest days are changed, the assign-  
 (5) ment will be rebulletined. When such a change is made by  
 -Yard notice and without discontinuing (abolishing) the assignment,  
 the regularly assigned Hostler will remain on the assignment  
 until the bulletin expires.

(2) Temporary Vacancies:

Art. 4 (a) Except as provided in Article 23 (6-day  
 Sec. 5 vacancies) which is applicable to hostling service,  
 As Revised temporary vacancies on hostling jobs will be filled by  
 by M/A the first-out qualified Fireman on the extra board, if  
 3/14/73 an extra board is being maintained. Extra (unassigned)  
 Modified work and vacation vacancies shall be filled in the same  
 manner as temporary vacancies on regular assignments.  
 If no extra board is being maintained, or if there is no  
 qualified and available Fireman on the extra board, the  
 vacancy, except as otherwise provided in Paragraphs  
 2 (b) and (c), below, shall be filled in the following manner:

- (i) Call furloughed Firemen in seniority order (i.e., senior Fireman first). If none available,
- (ii) Call in seniority order (i.e., senior Fireman first) the qualified Yard Firemen, Hostlers, or Outside Hostler Helpers on rest day, who are assigned at the vacancy terminal and have signed up (See Article 10, Section G) to do rest day work. (These employees must protect the vacancy, if contacted, or will not be allowed to commence work for 16 hours after starting time of the vacancy). If none available,

- (iii) Call in seniority order (i.e., senior Fireman first) other qualified Yard Firemen, Hostlers and Outside Hostler Helpers who are assigned at the vacancy terminal and are on rest day (as defined in Article 10, Section G). If none available.

(iv) Double an Inside Hostler at that terminal to another Inside Hostler vacancy at the same terminal. If none available,

(v) Call in reverse seniority (i.e., junior Fireman first), qualified Firemen who are available at (in) the home terminal and who are assigned in other than hostling and passenger service (Firemen so used are entitled to be "made whole" for any loss of earnings).

Modified

(b) When an extra board is not being maintained at the home terminal of the seniority district or when one is maintained but there is no qualified Fireman on it, any vacation vacancy or temporary vacancy on a hostling assignment at that terminal that is known in advance to exist for five work days (shifts) or more (or, if not known in advance, when the vacancy has existed for five work days/shifts, and is continuing) may be assigned on a "hold down" basis to the junior qualified Fireman who is regularly assigned to a road (except passenger service) or yard service assignment that ties up at the home terminal. Similar vacancies at outlying points (provided there also is no extra board being maintained or no qualified Fireman on one that is maintained, at such point) may also be assigned on a "hold down" basis to the junior qualified Fireman assigned in yard service or road (except passenger) service that has a layoff point at that outlying point; if none, by assigning the junior qualified Fireman at the home terminal, under the provisions of the preceding sentence.

or more (or, if not known in advance, when the vacancy has existed for 5 work days/shifts)

EAR

Agreed: This line means that the sr. man is not released until the jr. man marks up (i.e. reports himself available) for the "hold down."

A Fireman so assigned will remain on the vacancy until it is abolished, it is bulletined and assigned, he is displaced by a Fireman who has claimed it under Article 23 (6-day vacancies), he is released by a junior qualified Fireman who becomes available for it or, by the regularly assigned man reporting for duty. A Fireman thus assigned to "hold down" a vacancy will be entitled to be "made whole" to the earnings of his regular assignment (in a manner similar to that prescribed in Article 30, Section A).

L/A  
7/30/66  
Modified

(c) Except as otherwise provided in Paragraph 2 (b), above, and in Article 23 (6-day vacancies), temporary vacancies at the home terminal of the seniority district will be filled by calling a Fireman each day on a "one-shift" basis from Firemen available at that terminal (i.e., by Extra Firemen if they are qualified and available, but, if not, by other furloughed or assigned Firemen). This "one-shift" basis shall also apply at outlying points where an extra board is then being maintained.

When an Extra Fireman, a furloughed Fireman or an assigned Fireman (called account no extra or furloughed Firemen qualified and available) is called at the home terminal of the seniority district to fill a hostling service temporary vacancy at another (outlying) point, he will remain on the vacancy for the duration of the vacancy unless displaced earlier by an Extra Fireman, a furloughed Fireman or by another Fireman exercising rights under agreement rules.

Modified

Exception 1: If an assigned Fireman is used to fill a temporary vacancy at a point other than the home terminal of the district, he may be relieved at any time by a qualified Extra Fireman who becomes available for the vacancy or he will be relieved after completing work on the last work day of the work week of the vacancy, whichever occurs earlier. This with the understanding that the Carrier will not be put to any additional expense

account deadheading or otherwise. The Fireman thus relieved will deadhead to his terminal and the Fireman sent from the home terminal to take his place (on the continuing vacancy) will deadhead to the point, where the vacancy exists, without pay.

Modified

Exception 2: This Paragraph (2) (c) does not affect the application of agreements existing on some districts which provide that Extra Firemen protecting any outlying vacancy will also be relieved after completing work on the last work day of the work week.

Section E - Open Dates - Exercise Seniority

Art. 4  
Sec. 6  
Rev. eff.  
12/8/59  
Modified

(1) At terminals where Hostler-Fixtures are employed (but only at such terminals), all existing hostling assignments will be bulletined on the first day of April and the first day of October each year. The senior Firemen applying for these jobs will be assigned, as contemplated by the provisions of this Article.

Modified

(2) Firemen (excluding Hostler-Fixtures) regularly assigned as Hostlers will be permitted to exercise seniority as Emergency Engineers and/or vacancies in other Fireman service in accordance with their seniority.

Section F - Starting Time

Art. 4  
Sec. 7 (a)  
(a) & (b) &  
M/U  
10/30/62

(1) Regularly assigned Hostlers and Helpers shall have a fixed starting time which will not be changed with less than 48 hours' advance notice. No regular assignment will be discontinued (abolished) with less than 18 hours advance notice. (The explanation of "advance notice" that is contained in the NOTE under Yard Service Rule, Article 12, Section B (1) also applies here.)

Added  
Here

Interpretation: (Award #9 and #10 of SBA No. 416) Outside Hostler and Outside Hostler Helper need not be assigned with the same starting time and are not assigned as a (Hostling crew) unit.

Art. 4  
Sec. 7 (b)  
L/A  
4/12/61  
Sentence  
added per  
Award #10  
SBA #416

(2) At major terminals where three 8-hour shifts are worked in continuous service, either Outside Hostlers or Inside Hostlers or a combination of both, starting time of the first shift shall be between 6:30 AM and 8:00 AM; second shift between 2:30 PM and 4:00 PM; third shift between 10:30 PM and 12:00 Midnight. Where three shifts are worked in continuous service, other assignments may be started at any time. This Paragraph (2) does not restrict the starting time of Outside Hostler Helpers.

Section G - Lunch Time

Art. 4  
Sec. 8  
Modified

Hostlers will be allowed 20 minutes for lunch between 4½ and 6 hours after starting work without deduction in pay. They will not be required to work longer than 6 hours without being allowed 20 minutes for lunch, with no deduction in pay or time

(Article 13, Cont'd)  
Section H - Duties

Art. 4  
Sec. 9  
Intro Para.  
Rev.  
1/16/57

Where Hostlers or Hostler Helpers were employed on January 16, 1957, or at points where hostling service is or was thereafter inaugurated, the following will be considered Hostler's work in accordance with rules provided in this Article:

Art. 4.  
Sec. 9(a)  
Rev. 1  
1/16/57

(1) Inside Hostler: Except as otherwise provided in this Article 13, Inside Hostlers will handle all locomotives, dead or alive, within the mechanical area, including those turned on wye or turntable; handle all locomotives moved in and out of engine house, and for servicing or supplies; handle diesel units in making up locomotive consists, and operate steam generator on locomotive when not in care of engine crew except as provided for in Paragraph (6) of this Section. When equipment (except self-propelled) has to be handled over turntable to be turned or placed inside engine house, it will be handled by Hostler. Inside Hostlers may move cars coupled to a locomotive in their charge on one track only, not from one track to another.

Modified

Where necessary, Hostlers will be provided with a competent helper.

M/A  
3/14/73  
Modified  
Re ID  
Serv.

(2) Other agreements to the contrary notwithstanding, at the terminals at which interdivisional service crews go on and off duty, an Inside Hostler may operate locomotives to put them on or remove them from road trains (to or from the mechanical or service facility) and for which he shall be allowed Outside Hostler rate of pay for the day (in lieu of Inside Hostler rate). If this is the only Outside Hostler work performed, no Outside Hostler Helper is required nor is any payment required in lieu thereof.

(3) Outside Hostlers: Outside Hostlers will be used to handle live locomotives or units moved under their own power, with or without equipment, between engine house and tie-up track and passenger station facilities or other points in yard, when not in charge of engine crews.

Added  
Here  
L/A  
4/26/61

Interpretations:

Outside Hostler and Helper may, under the above provision, handle any car between passenger station and coach yard that has arrived in a passenger train and, in reverse, may handle any car that is to depart in a passenger train.

(Award #52, SBA #236) The Outside Hostler and Helper may not handle a passenger equipment car from yard to passenger station when the movement is for the sole purpose of interchanging it to another Carrier.

*JOR W-3*

(Article 13, Section 11 Cont'd)  
*PLB No. 15, PLB No. 504 and 403.32, 39 & 41, SBA No. 236*

(Award #15 of  
PLB #504,  
Awards #32,  
39 and 41 of  
SBA #236)

A yard crew may properly be required to couple into passenger locomotives and set them to adjacent tracks (or vice versa), may couple into such units for the purpose of making up or breaking up passenger locomotive consists or spotting to service in the station. At Memphis, yard crews may tow them around a wye in the vicinity of the passenger station.

See also  
Awards 39 and  
41 of SBA 416

*39 and 41 JOR W-3*  
(Award #1, SBA #416) A yard crew performed hostling work when they obtained a locomotive in the mechanical area, operated it "light" to another point in the terminal (for later use by another crew) and then changed to another locomotive at that point which they then used to perform their yard work.

It is not a violation of the Hostling Agreement when a yard crew used a light locomotive for "transportation" from their on-duty point to relieve another yard crew (working at another point in the terminal), swapped locomotives and the relieved crew then used the light locomotive for "transportation" to their off-duty point (both crews having the same on and off duty point and thus the "transportation" locomotive was returned to the same place). If the on and off duty points of the two crews are different, resulting in the locomotive being left at a different point, then hostling service was improperly performed by the yard crews.

Consists of freight locomotives will be assembled inside mechanical area except in unusual circumstances. When assembled outside mechanical area, it will be considered Outside Hostler work and Outside Hostlers will be used, except as otherwise provided in Paragraph (2), above.

Interpretations:

Added Here

(Award #41, PLB #504) An engine crew in departing the mechanical area, may operate their locomotive and move it away from another locomotive unit (or units) from which the locomotive unit connections have been disconnected from their locomotive.

*JOR W-3*  
(Award #15, PLB #504) The above paragraph applies only to "freight locomotives."

Modified

*TITLE INSIDE HOSTLERS JOR W-3*  
Locomotives towed in road trains may be moved between train yard and engine house ready tracks by yard crews.  
(4) Inside Hostlers may, if qualified, be used to perform Outside Hostler work during their tour of duty. When so used they will be allowed outside rate for entire shift. When an Inside Hostler position is used with regularity 50 per cent or more of its time on Outside Hostler work, it will be reclassified as an Outside Hostler position. Conversely, it may be reclassified as Inside Hostler position when duties change to where the position

(Article 13, Section H Cont'd)

is not used with regularity 50 per cent or more of its time on outside work. Outside Hostlers may be used to perform inside work during their tour of duty, outside rate to apply for entire shift. (See also Section I of this Article.)

Interpretations:

Added Here

(Awards #6, 7 and 8, SBA #416) An Inside Hostler may not be used as an Outside Hostler Helper except by payment of an additional day's pay.

(Award #9, SBA #416) An Outside Hostler Helper may be required to assist an Inside Hostler (who is qualified as Outside Hostler) to perform Outside Hostler work, even when held on overtime to do so.

At points where wye is located outside mechanical area and Hostlers are employed, on duty and available they shall be used to turn locomotives on wye, except where the work being performed during tour of duty necessitates locomotive being turned or when locomotive is turned as a part of road trip, by crew in charge of locomotive.

Note Modified

Exception:

The then-existing (1957) practice with respect to turning road engines at Wichita will prevail. See description in letter January 15, 1957 (not reproduced here).

Added Here

Interpretation:

(Award #5B of SBA #236) A yard crew may properly be required to couple their locomotive onto a disabled locomotive and tow it around a wye (outside mechanical area) to turn it.

Outside Hostlers and/or Helpers may be required to perform incidental duties such as taking water and fuel and placing supplies on locomotives. Article 3, Sections C and D are not changed by this Article.

Interpretation:

Added Here

(Awards #9 and #10, SBA #416) Outside Hostlers and Outside Hostler Helpers are not assigned as a (hostling crew) unit. An Outside Hostler may work, at different times, with different Outside Hostler Helpers and vice versa.

*(Title) Crews Handling Locomotives*

(5) Yard and/or road crews may handle their locomotive inbound to the designated tie-up track and outbound from ready track, and such crews will not be required to make an additional movement to spot locomotives for service or supplies.

(Article 13, Section H Cont'd)

Interpretations:

Added  
Here

(Award #21 and #51 of SBA #236) An inbound crew may be required to leave their locomotive at a particular place or "spot" on the tie-up track, even at service spot, providing this is made known to them by message, hand signal, etc., before they actually stop on the tie-up track. Thus "an additional movement" was not required.

(Award #7B & C, SBA #236 and Award #33 of SBA #416) A yard crew after performing yard work, may be required to spot their locomotive for servicing at a point in the yard or return to the servicing facility in the mechanical area, and then return to their yard work.

Modified

Transferring locomotives from one point to another within the terminal with yard crews will not be permitted, except the then-existing (1957) practice at Fort Smith (see description in letter February 18, 1957 - not reproduced here) may be continued. This does not prohibit crews from changing locomotives during tour of duty. This provision not applicable where locomotives have become inoperative by reasons of derailment or mechanical failure.

Added  
Here

Interpretation:

(Award #39 and #41 of SBA #236) A yard crew may couple onto a locomotive on a train and set it over to an adjacent track in order to switch the train and/or set over the locomotive to the train after it has been switched.

(Rule) Steam Generators

JBR hll

(6) When locomotives equipped with steam generators are used to provide steam for passenger equipment while not in charge of engine crew at points where Hostlers are employed, operation of the steam generator will be by Hostler except where used to supply steam for stationary steam plant or operated by mechanical employe for testing or repair purposes. (See Article 17, Section F which also concerns steam generator cars.)

Note: Hostlers were employed as of January 16, 1957 at the following points:

Modified

- |               |            |
|---------------|------------|
| Springfield   | Neodesha   |
| Tulsa         | Wichita    |
| Oklahoma City | Fort Smith |
| Enid          | Monett     |
| Francis       | Clinton    |
| Thayer        | Newburg    |
| Memphis       | St. Louis  |
| Amory         | Chaffee    |
| Birmingham    | Sherman    |
| Pensacola     | Fort Worth |
| Kansas City   | Hugo       |
| Fort Scott    | Paris      |

Corrected 12/17/75

(Article 13, Cont'd)

Section I - Outside Hostling Without a Helper

Art. 4  
Sec. 10  
Eliminated  
Award 9 A  
& B of SBA  
236  
Modified

(1) At points other than Birmingham, Memphis, St. Louis, Springfield, Tulsa and Kansas City when it is necessary to use Inside Hostlers to make outside moves and such moves are made only occasionally and not with any degree of regularity, such moves may be made without the use of an Outside Hostler Helper and the Fireman who would have stood to perform such Outside Hostler Helper work will be paid an arbitrary of two hours at Outside Hostler Helper rate in lieu of being used. The afore-mentioned two hours arbitrary will be paid separate and apart from all other earnings.

(2) At the major terminals, Birmingham, Memphis, St. Louis, Springfield, Tulsa and Kansas City, it is agreed that if a situation arises whereby it is necessary to use an Inside Hostler for an outside move and there is no Outside Hostler Helper on duty and available, that the Carrier will call a Fireman to perform the work of an Outside Hostler Helper if there is sufficient time to so call him without delay to a train. It is agreed that the Carrier will not take advantage of or abuse the insufficient notice feature.

Note: See also Section H(2) concerning Inside Hostlers handling locomotives for inter-divisional service crews without a Helper.

Section J - Establishing and Abolishing Hostling Service

Art. 4  
Sec. 11  
Modified

(1) At points where Hostlers and Helpers have been employed subsequent to July 1, 1951, time studies will be made on request to determine present need for hostling service under the terms of this Article, and all time a Hostler is in charge of and responsible for locomotives and/or equipment will be counted in the time study.

An Officer of the Carrier and the General Chairman or his representative, will jointly make these studies.

Where the study for five continuous dates reveals an average of two hours or more Hostler work (Inside, Outside or a combination of both) as described in this Article during an eight-hour shift, this shall be considered sufficient to justify hostling service.

It is understood time studies are not a prerequisite to establishment or abolishment of hostling service except upon request of one or both parties.

Interp.  
6/17/58

Interpretation: In making time studies, the following will apply in determining as to when a Hostler is considered as being in charge of and responsible for locomotive and/or equipment:

(Article 13, Section J Cont'd)

Time handling locomotives to include all of the time from time the employe takes over the locomotive on a track and remains with it for a continuous movement from point of initially taking charge thereof to point where he finishes handling and relinquishes charge of said locomotive. This to include all necessary movements for handling on turntable, servicing when required, etc. Where employe is in continuous movement between locomotives in the handling thereof, the time will be counted as continuous, including the time consumed in traveling directly from one locomotive to another.

The time consumed in traveling from point of going on duty directly to first locomotive handled and/or returning directly from last locomotive handled to point of going off duty, or time consumed in going directly from point of standby to a locomotive and returning directly therefrom to point of standby, will be counted. The time consumed in connection with personal movements and/or time not used in per se Hostler work will not be counted.

In making the time study, it will be confined to Hostler work which had been actually performed in the week preceding first day on which time study is started.

Note: The Carrier is not restricted as to its managerial prerogatives to eliminate Hostler work or to transfer the work to other assignments or terminals. A time study when made is to be made in a fair manner in order that it may be used as a yardstick under the two-hour provision to determine whether or not the Hostler is to be retained. Bearing in mind the Carrier's prerogatives in the performance and assignment of work, the Hostler, during the course of a time study, will be allowed to perform his usual duties.

M/A  
8/18/60

Art. 4  
Se 1.1(b)  
rev. eff.  
1/15/60

(2) At points where Hostlers have been employed and discontinued subsequent to July 1, 1951, hostling service as described in this Article may be performed by Firemen in connection with their own locomotive. For

such hostling service they shall be paid on a minute basis, with a minimum of 30 minutes, at the basic rate applicable to the class of service that they perform during their tour of road or yard service. Penalty rate will be allowed for that portion of the hostling service time which would have resulted in overtime if the hostling time and the regular tour of duty were computed on a continuous time basis, the remaining portion to be paid at pro rata rate. This allowance for performing hostling service and the time spent in performing it will not be combined with computation of earnings or time for the tour of road or yard service.

Interpretations:

(Awards Nos 17 & 47, SBA No. 236)

M/A  
6/17/58  
and settle-  
ment of  
Award #17  
SEA #236  
Also Award  
#47 of SBA #236

Since the definitions of Hostlers' work (as contained in this Article) do not apply at points where Hostlers were not employed on or after January 16, 1957, at points where Hostlers were employed between July 1, 1951 and January 16, 1957, a Fireman (and his Engineer) on a road or yard crew may be required to perform work in connection with preparing and/or tying up their locomotive, etc., as set forth in Article 17 or the Fireman, alone, can be required to perform hostling work under the provisions of this Paragraph (2).

Added  
Here

(Award #34, SBA #236). Under the above Paragraph (2), a Fireman may be required to perform hostling service in connection with his own locomotive at any point on his assignment (i.e., he is not limited to just the points where his seniority district has rights to hostling assignments).

(Award #43 and 46, SBA #416) A Fireman may perform hostling service in connection with his locomotive at the beginning and/or ending of his tour of duty but is entitled to the allowance, separately, each time.

(Award #16, PLB #504) A Fireman may be required to service and supply his locomotive, under the provisions of this Section J (2), since this is work that a Hostler may perform.

Examples:

L/A  
1/12/50

- (a) Fireman is instructed to report at 7:30 AM to hostile his locomotive for his 8:00 AM yard shift. He then works in yard service from 8:00 AM to 3:50 PM.

ALLOW: 8 hours for yard service plus 30 minutes at penalty rate for hostling.

(Article 13, Section J Cont'd)

- (b) Fireman is instructed to report at 7:30 AM to hostle his locomotive for road trip, the Engineer being called for 7:50 AM. Hostling service required 20 minutes. The crew runs 100 miles and ties up at 3:50 PM.

ALLOW: 8 hours or 100 miles for road trip plus 20 minutes at penalty rate and 10 minutes at straight time for hostling service.

- (c) Fireman is instructed to service his locomotive and place it in roundhouse at conclusion of 8 hours in yard service and after remainder of the crew ties up. Time required 20 minutes.

ALLOW: 8 hours at straight time for yard service plus 20 minutes at overtime rate and 10 minutes at straight time for hostling.

- (d) Fireman is instructed to report for 7:30 AM to hostle locomotive for road trip, Engineer being called for 7:50 AM. Fireman completes the hostling at 8:10 AM and crew ties up after 100 mile trip at 3:50 P.M.

ALLOW: 8 hours or 100 miles for road trip 20 minutes at penalty rate and 20 minutes at straight time for hostling.

Art. 4  
Sec. 11 (b)  
Interpreted  
Modified

(3) At points where a Fireman has performed hostling duties in connection with own locomotive, and is subsequently required to exchange locomotives with another crew to avoid a runaround, the hostling allowance provided and set forth in Paragraph (2) of this Section will apply.