

ARTICLE 21 - EMERGENCY CONDUCTORS

Section A - Filling Emergency Vacancies

Art. 25
Sec. C Bkm
Sec. D Bkm
M/A eff.
7/1/55 Bkm
Art. 36
Sec. H Cdr
M/A eff.
6/12/73 Bkm
App. Item 37 Cdr
App. Item 38 Cdr
App. Item 39 Cdr
L/U dated
7/11/66 (3002-5-1)
REVISED

When the supply of Extra Conductors is exhausted and it therefore becomes necessary to use a promoted Brakeman or Yardman (i. e., Emergency Conductors) to fill a Conductor vacancy, the vacancy will be filled as follows (except as otherwise provided for in this Agreement):

(1) Vacancies existing at the Conductors' Extra Board point (terminal):

(a) Such vacancies will be filled by using the senior, rested, available Emergency Conductor at the Extra Board point who is assigned as a Brakeman.

Interpretation:

When it is necessary to call the first-out pool crew to deadhead and the second-out crew to work, and there is a Conductor vacancy on the second-out pool crew, if the senior Emergency Conductor in that terminal is assigned to the first-out pool crew (that is called to deadhead at the same time), this Emergency Conductor should be considered available for (and shall be used on) that Conductor vacancy on the second-out pool.

If none -

(b) Use the senior, rested, available Emergency Conductor who is assigned as a Yardman at that Extra Board point.

(2) Vacancies existing at outlying points (i. e., at other than the Conductors' Extra Board point):

(a) Such vacancies will be filled by using the senior, rested, available Emergency Conductor who is assigned as a Brakeman on the crew on which the vacancy exists.

If none -

(b) Use the senior, rested, available Emergency Conductor at the point where the vacancy exists who is assigned as a Brakeman on another crew.

(Article 21, Section A Cont'd)

Ditto

If none-

(c) And if there is a Yardmen's Extra Board at the point where the vacancy exists, use the senior, rested, available Emergency Conductor who is assigned as a Yardman at that Extra Board point.

If none-

(d) Use the senior, rested, available Emergency Conductor at the Extra Board point who is assigned as a Brakeman.

If none-

(e) Use the senior, rested, available Emergency Conductor who is assigned as a Yardman at the Extra Board point.

Note: The term "Emergency Conductor," as used in this Agreement, refers to an employe who has been promoted to Conductor but by reason of his seniority is in service as a Brakeman or a Yardman.

Section B - Failing To Protect

When the senior, rested, available Emergency Conductor does not respond to a call, he will not be allowed to work as a Conductor or Brakeman (or Yardman) until the Emergency Conductor who accepted the service in his place completes that vacancy and has acquired 8 hours' rest.

Interpretation:

Only the senior, rested, available Emergency Conductor will be penalized by being held off for missing a call for a particular vacancy. Other junior Emergency Conductors who cannot be located to fill the vacancy will not be penalized (but this freedom from penalty does not apply to any junior Emergency Conductor who is contacted but lays off on the call). The senior Emergency Conductor who misses the call and is held off may request and be permitted to deadhead (without pay) to assume the vacancy after it has made 2 tours of duty.

(Article 21, Cont'd)

Section C - Earnings Protection (Make Whole)

Ditto

When a regular Brakeman in pool or regularly assigned freight service (or a Yardman) is used off his Brakeman (Yardman) assignment in the capacity of Emergency Conductor under the provisions of this Article, he will be paid under the rules applicable to the class of service he is in when used as Conductor, but will be allowed not less than he would have earned on his regular Brakeman (Yardman) assignment. After performing such Emergency Conductor service, he will be required to protect any additional Conductor service he may stand for while awaiting his Brakeman (Yardman) assignment.

Interpretations (for computing a Brakeman's-
Yardman's loss of earnings):

- (i) The earnings of Conductor "X" and of the Brakeman (if any) on Brakeman "X's" regular assignment will be computed from time "X" was first called as a Conductor until he again performed service on his regular assignment as Brakeman; provided, however, that a Brakeman who (after performing Emergency Conductor service) lays off or otherwise makes himself unavailable for additional Conductor service, will have the additional earnings (which he thereby lost) added to his actual Conductor's earnings in the computations to determine the loss, if any.
- (ii) A Brakeman who has been used as Emergency Conductor and is awaiting his Brakeman's assignment is not entitled to be used as Emergency Brakeman (i. e., used on a Brakeman's assignment other than his own) until after he is again used on his Brakeman's assignment, unless his use is absolutely necessary in order to protect the service (but in such event these Emergency Brakemen earnings will not be included with his Emergency Conductor earnings to offset loss of earnings).

(Article 21, Section C Cont'd)

Ditto

(iii) A Brakeman used as Emergency Conductor and then placed on the Conductors' Extra Board, or forced assigned as Conductor before again working his Brakeman's assignment, will have his loss of earnings computed up until the time that he could have reported for the Conductors' Extra Board or his new Conductor regular assignment (except that the earnings of any Conductor trip that he has already commenced at that time will be included).

(iv) A Yardman's loss shall be similarly computed.

The earnings protection provided for in this Section C does not apply to a Brakeman while assigned to the Brakemen's Extra Board or to a Yardman while assigned to the Yardmen's Extra Board.

Section D - Relieving Emergency Conductors

New

(1) In case an Extra Conductor becomes available after an Emergency Conductor has been sent to an outlying point, that Extra Conductor may, if he so desires, go to the outlying point and fill the vacancy after the Emergency Conductor has made 2 tours of duty. The Carrier will not be required to pay deadhead pay to either man in such exchange. Unless otherwise relieved, the Emergency Conductor will continue to protect the vacancy until the layover day.

(2) In case the vacancy on which the Emergency Conductor is used is on a crew assigned 7 days per week, the Emergency Conductor will remain on the vacancy until completing the tour of duty on Sunday, at which time he will be released (and if the vacancy continues, it will be protected in the same manner as any other continuing vacancy on which "lay-over day rotation" has occurred). (See Article 19, Section B (3) in regard to deadheading.)

MEMORANDUM OF AGREEMENT

IT IS AGREED:

Article 21, Section A (1) of the Conductors' and Brakemen's Schedule revised effective December 15, 1978, is revised to read as follows:

(1) Vacancies existing at the Conductors' Extra Board point (terminal):

(a) Such vacancies will be filled by using the senior, rested, available Emergency Conductor who is assigned as a Brakeman on the crew on which the vacancy exists.

If none -

(b) Use the senior, rested, available Emergency Conductor at the Extra Board point who is assigned as a Brakeman.

Interpretation:

When it is necessary to call the first-out pool crew to deadhead and the second-out crew to work, and there is a Conductor vacancy on the second-out pool crew, if the senior Emergency Conductor in that terminal is assigned to the first-out pool crew (that is called to deadhead at the same time), this Emergency Conductor should be considered available for (and shall be used on) that Conductor vacancy on the second-out pool.

If none -

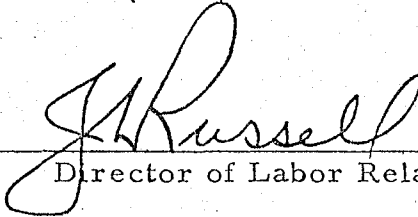
(c) Use the senior, rested, available

Emergency Conductor who is assigned as a
Yardman at that Extra Board point.

Signed at Springfield, Missouri, this 4th day of
February, 1980, and effective March 1,
1980.

FOR: ST. LOUIS-SAN FRANCISCO RAILWAY COMPANY
(Except AT&N District)

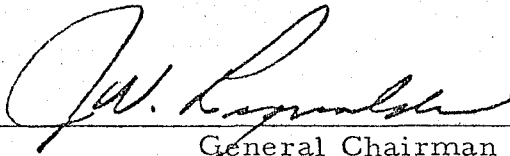
By: _____



Director of Labor Relations

FOR: Conductors and Brakemen represented by
UNITED TRANSPORTATION UNION

By: _____



General Chairman