

## ARTICLE 22 - DEADHEADING

Art. 31 Bkm  
Art. 34 Cdr  
Revised

(a) Crews or individuals will be allowed actual miles, with a minimum of 50 miles, at minimum through freight rate when deadheading on Carrier orders, except as otherwise provided for in this Agreement. Individuals will not be allowed pay for deadheading in connection with the exercise of seniority (i. e., bidding, bumping, or claiming), except as otherwise provided for in this Agreement.

(b) Crews or individuals who are entitled to pay for deadheading will be paid 1/100 of the minimum "daily" through freight rate for each deadhead mile up to 100 miles, and then the "mileage" through freight rate for each deadhead mile over 100 miles.

(c) When crews or individuals have been deadheaded (and are entitled to deadhead pay for the trip) but are not used in service before the expiration of 24 hours from the time they were called to report for such deadhead, they shall be paid not less than a minimum day's pay for such deadhead trip.

### Interpretation:

Claim  
Settlements  
(Bert Fern & COC-  
Award 62, PLB 37)

"Not less than a minimum day's pay," as used in the foregoing provision, means that the individual's deadhead pay, if for less than 100 miles, will be increased to 100 miles. It does not mean that he will be allowed an additional day's pay.

M/A signed  
8/7/67 Rev.  
Art. 31  
Sec.'s A & B Bkm

(d) The Carrier will furnish railroad, taxi, bus or automobile transportation for Conductors or Brakemen ordered to deadhead from one terminal or station to another terminal or station. In the event it desires to authorize the individual Conductor or Brakeman to use his own automobile and the individual agrees, the Carrier will allow him 15 cents per mile for the actual highway mileage for the authorized route.

M/U eff.  
2/1/61 Bkm  
Modified

(e) A Conductor or Brakeman will not be paid for deadheading to or from an outlying assignment as a consequence of the exercise of his seniority (i. e., (1) he displaces a regularly assigned incumbent, (2) he is assuming an assignment as a result of being the successful bidder for an outlying assignment which had been bulletined, or (3) he is voluntarily giving up the outlying assignment).

(Article 22, Cont'd)

M/U eff.  
2/1/61 Bkm  
Modified

(f) A Conductor or Brakeman who was regularly assigned to an outlying assignment but has been displaced from it by a senior employe, will be paid for deadheading to his seniority district home terminal; provided, however, if he displaces onto another outlying assignment, he will (instead) be paid deadhead from the point of his previous assignment to the point of his new assignment.

(g) A Conductor or Brakeman who has been forced assigned to an outlying assignment in accordance with the provisions of Article 14, Section B (1)(f) or (g) will be paid for initially deadheading to the assignment, and when properly released from the assignment will be paid for deadheading as provided in Section (f) above.

New

Note: A Conductor or Brakeman is forced assigned only when he is involuntarily assigned after there were no bids submitted for a bulletined assignment. A Conductor or Brakeman who (as a consequence of being displaced) is exercising his seniority in a situation where there is only one assignment onto which he can displace, is not forced assigned and is not entitled to pay for deadheading to that assignment.

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App. Item 4 Cdr  
App. Item 21 Cdr  
App. Item 21 Cdr  
App. Item 36 Cdr  
Revised

(h) Except where otherwise provided in this Agreement, a Conductor or Brakeman must actually perform the deadheading before he can claim deadhead pay for it.

(i) Travel, for the convenience of the individual, between his point of assignment and his residence is not "deadheading" and hence is not payable.

(j) A Conductor or Brakeman is entitled to pay for deadheading to appear as a witness at an investigation on the Carrier's instructions.

(k) Intracity travel (e.g., bus station to yard) to commence service or deadheading, or after completing service or deadheading, is not payable.

(Article 22, Cont'd)

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App. Item 4 Cdr  
App. Item 21 Cdr  
App. Item 36 Cdr  
Revised

(1) A Conductor or Brakeman who deadheads by (i. e., drives) his personal automobile, or travels by other means for his own convenience rather than deadhead on the conveyance on which he was ordered to deadhead, shall be allowed (when entitled to be paid) deadhead pay at the mileage of the conveyance on which he was ordered to deadhead.

Awd. No. 44  
PLB No. 37  
Awd. No. 131  
SBA No. 574

(m)(1) Pool or unassigned crews that are deadheading out of the terminal to service will be paid separately for the deadheading. Pool or unassigned crews that are tied up on line of road (except when tied up under the law in accordance with Article 35, Section C or when, under the provisions of the INTERPRETATION under Article 45, Section B, they are tied up at a point where food and lodging is not available and they are transported to a point where such facilities are available) and deadheaded into a terminal will be paid separately for the deadheading. Pool or unassigned crews transported by automobile or otherwise within a tour of duty will not be paid separately for the deadheading; but, instead, it will be paid for on a continuous time or mileage basis as a part of their regular service trip.

Awd. No. 131  
SBA No. 574

(2) Crews in regularly assigned road service that are transported by automobile or otherwise from their assignment reporting point to another point on their assignment, after they have reported for duty, will not be paid separately for such travel. Neither will a regularly assigned crew be paid separately as "deadheading" when they are transported by automobile or otherwise within a tour of duty or at the close of a tour of duty so long as the points of travel are on their bulletined assignment. All time involved will be paid for on a continuous time basis as a part of their regular service trip (e. g., these situations occur when a part of a regular assignment is annulled and Article 7, Section B provides that in such a situation the crew is to be paid the bulletined mileage of their assignment).

(n) Other Rules

New

(1) Article 15 (h) provides that no deadhead pay will be allowed for deadheading that results from the application of that provision (which concerns 6-day vacancies).

(Article 22, Cont'd)

New

(2) (a) Article 16, Section D provides that no deadhead payments will be made to regular or extra employees when regularly assigned employees who have been laying off, etc., are permitted to take their assignments at a point away from the lay-off point of the assignment.

(b) Article 19, Section B (2)(b) contains a similar provision for an Extra Board employee who lays off or misses a call for a vacancy on an outlying assignment.

(c) Article 21, Section D contains a similar provision for an Extra Conductor who replaces an Emergency Conductor.

(3) Article 17, Section C provides that no deadhead payments will be made as a result of an employee laying off or registering for rest at an away-from-home terminal (i. e., away from the lay-off point).

(4) Article 19, Section B (3) provides that deadhead payments will not be made for "layover day rotation" of extra employees protecting a continuing vacancy on an outlying assignment.

(5) Article 24, Section F contains an exception for deadheading or other expense which might otherwise result from the merger of certain road and yard seniority districts.

(6) Article 35, Section C contains a provision that crews tied up under the law and then towed or dead-headed into the terminal, will be paid continuous time instead of deadhead pay.

(7) The INTERPRETATION under Article 45, Section B provides for paying continuous time, instead of deadhead pay, when a crew is tied up at one intermediate point and then transported to eating and sleeping accommodations at another intermediate point, or vice versa, to commence service.

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