

BLE - 1996 AGREEMENT (ATSF)

QUESTIONS & ANSWERS

Article 3 - Special Engineers' Through Freight Allowance

1Q. Does an engineer working in assigned helper service, unassigned helper service, or assigned helper pool service qualify for the special engineers' through freight allowance?

A. Yes, one special engineers' through freight allowance per tour of duty.

Article 5 - Special District Pay

1Q. Does an engineer working in assigned helper service, unassigned helper service, or assigned helper pool service qualify for the special district pay allowance?

A. No.

2Q. Does a guaranteed extra board engineer performing service in through freight as outlined in this Article 5 qualify for the special district pay allowance?

A. Yes.

3Q. Is the special district pay allowance paid to an extra board engineer performing qualifying service paid over and above guarantee payments?

A. No, special district pay allowances count against guarantee payments.

Article 6 - Reserve Board

1Q. Will the 70% of an engineer's 1989 earnings, earnings as defined in this article, be used to calculate his reserve board allowance if his 1989 earnings are greater than his 1992, 1993, 1994 and 1995 earnings and greater than 70% of the current 5-day yard engineer rate?

A. Yes.

Article 8 - Yard Runaround Rule Former Eastern and Western Lines

1Q. When an engineer is run around as outlined in this article, does he get his turn back at the distant terminal?

A. Yes.

Article 9 - Thirty (30) Day Bump Rule

- 1Q. May an engineer in yard service use the thirty day bump rule to exercise his seniority on a position within the same spread of hours irrespective of assigned days off?
- A. Yes.
- 2Q. When an engineer exercises his seniority under this rule from a road assignment to a yard assignment, do vacation days count towards his thirty (30) day restriction to yard service prior to being able to exercise his seniority to road service?
- A. No, vacation days do not count toward the minimum of thirty (30) days' restriction to yard service.

Article 10 - Rules and Retraining

- 1Q. When must an engineer be contacted to schedule his attendance in rules and retraining classes when being scheduled to attend class(es) at other than his terminal of assignment?
- A. The Carrier must call him in time to get to the other terminal and be rested to attend the class.
- 2Q. When must an engineer be contacted to schedule his attendance in recertification class at the centralized technical training center?
- A. The Carrier will make every attempt to notify an engineer at least thirty (30) days in advance of the date of his recertification class.
- 3Q. How will an engineer in assigned pool freight service be compensated for attending class(es) on his assigned day(s) off?
- A. He will be paid the training rate indicated in this article (\$125.08) for each day of class.

Article 14 - Locomotive Engineer Instructors

- 1Q. Are engineers entitled to the instructor allowance when they instruct previously promoted engineers who are making familiarization or qualification trips?
- A. Yes, all provisions of this article apply when instructing previously promoted engineers. Note: the allowance and the provisions of this article do not apply to an engineer performing road engineer pilot service.

Article 15 - Guaranteed Extra Boards

- 1Q. Do the provisions concerning the deduction method of being off of the guaranteed extra board under paragraph three of this article apply when a guaranteed extra board engineer is taking vacation day(s)?
- A. No, the method for calculating a guaranteed extra board engineer's vacation pay is not changed by this article.

Article 16 - Road/Yard Work

- 1Q. Can the one move as prescribed by PEB 219 at the initial and/or final terminal be made at a foreign carrier's yard, in addition to delivering and/or receiving the train?
- A. Yes.

Article 20 - Profit Sharing

- 1Q. When an extra board engineer works in yard or road switcher service, do his earnings count towards base earnings for purposes of calculating profit sharing?
- A. No.
- 2Q. When a regularly assigned or extra board engineer is working on a local assignment that converts to road switcher rates for his tour of duty, do his earnings count towards base earnings for purposes of calculating profit sharing?
- A. Yes.

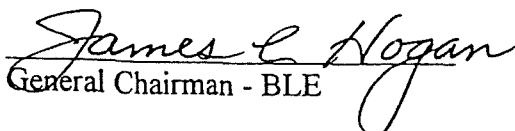
If the foregoing correctly sets forth our understanding of agreed to questions and answers, please signify by signing in the space provided below.

Yours truly,



John J. Fleps
Vice President - Labor Relations

AGREED:



General Chairman - BLE