

ALASKA LEGISLATURE COMMITTEE FILES 1983-1984 8672

3140 HT AK RR/ EMPLOYEE INFORMATION (FILE 2)

are eligible for passenger service. Engineers having 300 calendar days firing or running in road service from the date of promotion will be eligible to qualify with the Road Foreman of Engines for passenger or Jonesville branch service.

Rule 9(a)-6 Firemen's and Brakemen's Extra Board - Anchorage

There will be established at Anchorage separate rotating extra boards for firemen and brakemen. Men on these boards will be guaranteed 700 miles at freight service rates per week, (all miles earned to apply against guarantee including arbitraries, straight time and overtime hours to be converted to equivalent miles of pay, except weight on drivers) provided they do not lay off or otherwise miss time. (The difference in miles earned and 700 miles will be paid at freight service rates.) Time or lost will be deducted at the rate of one hundred (100) miles for each day laid off except that, when such man has performed service entirely within the calendar day in question and such layoff is because of sickness or is not later than 3:30 p.m., no deduction will be made for such layoff. Deductions will be made for missing a call or laying off on call for any reason. Men on these boards will be considered as regularly assigned; but will not prevent youngest man on the board from being force assigned.

Men on this board will be subject to call seven (7) days per week with no rest day. Rule 3(d) will not apply to jobs established under this rule. The management will control sole right to regulate these boards and the regulation will be made as soon as possible following the close of the calendar week.

No protected fireman will be separated from the service provided one-man crews are operating with one man except protected fireman may be separated from the service, even though one-man crews are operating with one man, if the protected fireman refuses to exercise seniority rights over a non-protected employee holding an assignment at the time force reductions are made.

All other extra boards are revised accordingly.

All extra boards will be regulated only at weekly intervals except firemen and brakemen may be added before the end of the week and will be guaranteed pro rata the balance of the pay period and will be retained on the board the succeeding pay period.

Rule 9(a)-7 Computation Calls

In the event promoted men on firemen's or brakemen's extra boards are used a total of five (5) or more calls a week, in promoted status, one conductor or engineer will be added to conductors' and engineers' board respectively. It is understood that if a promoted man from non-promoted board is called and either worked or deadheaded to an outlying point, calls will be computed as follows:

Turnaround service - where time is computed continuously, one call will be credited.

Straightaway trip - to distant terminal - credit one call and from distant terminal - credit one call.

Snow - Work and Yard - if tied up away from extra board, each day so used - credit one call.

In the event management desires to increase conductors' or engineers' extra board, as per Rule 9(a)-9, they may take the oldest promoted available man from the firemen's or brakemen's extra board and use him temporarily, for the life of the bulletin, on the conductors' or engineers' board. When assignment is made and man assigned to conductors' or engineers' board is available to protect assignment, the brakeman or fireman so used will be returned to his respective board.

Rule 9(a)-8 Engineers' Extra Board - Seward and Fairbanks

At management's prerogative, an extra board may be established at Seward and Fairbanks of one (1) engineer at each point for relief purposes, who will be paid in accordance with Rule 9(a)-5. When conditions require a reduction in force, the positions will be abolished in preference to the assigned engineer-hostler or assigned terminal hostler. These boards will be considered regular assignments and will be governed by seniority rules governing regular assignments. Men assigned to these jobs will be fully qualified in all services.

Rule 9(a)-9 Board Regulation

All extra boards shall be regulated by management by 12:01 a.m. Monday following the close of the prior week.

Rule 9(a)-10 Extra Board Assigned Conductors and Engineers

Men assigned to conductors' or engineers' extra boards will be paid conductors' or engineers' rate if used at a lower rate of pay.

Rule 9(b)-1 Rotary Board Rules

All extra train and enginemen are required to register their mileage and hours on duty at the completion of each trip in a book provided for that purpose in the Anchorage Yard Office, Fairbanks Yard Office, and Seward Yard Office. Extra men working or coacheading into terminal where book of registration is maintained are required to register mileage and hours on duty within one (1) hour after tie-up. Men failing to comply will be held off from respective board for a period of 24 hours from the time actual registration is made, time so held off to be deducted from the weekly guarantee. Each trainman and engineman will be responsible for registering at the completion of his trip.

Rule 9(b)-2

Extra train and enginemen at outlying points, where no book of registration is maintained, must wire or telephone Anchorage Crew Dispatcher total mileage and hours on duty for the week after the completion of last service rendered each Saturday. Failure to do so will subject employee to disciplinary action, and will void guarantee provisions for that pay period.

Rule 9(c)-1

Trainmen and enginemen bumping on conductors' or engineers' extra board will displace the youngest man and will stand last out on the extra board.

Rule 9(c)-2

When it is necessary to run a work train or

snow fleet on their day or days of rest, preference will be given to the regular crew, except at Anchorage where extra boards are maintained.

Regular crew will be used out of Anchorage on rest day or days if the call is to an outlying point where crew is to be tied up to continue assignment the following week.

Rule 9(c)-3

Engineer-hostler at outlying terminals, where no extra board is maintained, will be called for extra work originating at their home terminal unless a regular assigned crew has been called as a unit to perform service.

Rule 9(c)-4

When two or more jobs are called at the same time, calls will be determined on the following basis: (1) Deadead; (2) Freight; (3) Passenger; (4) Work or Snow Service; (5) Yard; (6) Hostling.

Rule 9(c)-5

When a live diesel unit, not coupled in tandem, is passengered, a fireman or an engineer will be called.

Rule 9(c)-6

Trainmen and enginemen assigned or working off an extra board roster will be called in such order as to protect their respective board first. When it becomes necessary to call an engineer or conductor from the board for a firing or traking job, the man first out on his respective board will be called. When necessary to call a promoted engineer or conductor from

fireman's or brakeman's extra board, the promoted man first out will be called.

Extra Crew Called in Road or Yard Service

Example #1 Order of Call: Conductors' and Engineers' extra board are both exhausted.

Brakeman's Extra Board

First out called as brakeman #1  
Second out called as brakeman #2  
Promoted man first out on the remaining roster will be called as conductor.

Fireman's Extra Board

First out called as fireman (if called - for illustration of example)  
Promoted man first out on the remaining roster will be called as engineer.

Example #4 Order of Call: Brakeman's and Fireman's extra board are both exhausted.

Conductor's Extra Board

Conductor first out called as conductor.  
Conductor second out called as brakeman #1  
Conductor third out called as brakeman #2.

Engineer's Extra Board

Engineer first out called as engineer.  
Engineer second out called as fireman (if called - for illustration of example)

Rule 9(c)-7

Rule 26 will apply when hostlers are used in road service.

Rule 9(c)-9

Trainmen and engineers who have been laying off and mark up for duty on the extra board will not be used ahead of men who are on rest or whose rest is up prior to a call being placed. This also applies to extra men deadheading into Anchorage, or any other point where an extra board is maintained, and marking up on the extra board, provided they have received a basic day's pay for the calendar day involved.

Example: A man deadheads to Anchorage from Healy, departing Healy at 1:00 a.m. and arriving Anchorage at 8:00 a.m. In this case, he will have received eight (8) hours' pay for the deadhead for the calendar day and upon working up will not be used ahead in turn. Men displaced who lose pay as a result, will be paid for the workweek which includes the day or days of time lost under Rule 11(j).

Rule 9(c)-10

New assignments not already protected by regularly assigned men will be protected by men off the respective extra boards and no regularly assigned men will be protecting such assignment. Assignments made to avert separation of protected employees need not be covered by men off the firemen's extra board.

Rule 9(c)-11

All brakemen now in service and who subject themselves to extra board service must be qualified baggagemen. All newly hired brakemen must qualify themselves as baggagemen prior to marking up on extra board. Brakemen must obtain a passenger uniform within sixty (60) days from date of hire.

All brakemen must obtain the required passenger uniform before bids will be accepted on assignments which require such uniform, and in the event brakemen with less than sixty (60) days' service are force assigned to passenger assignments, such assignment shall be made in seniority order and an appropriate passenger uniform must be obtained immediately.

Rule 9(c)-12 Conductors' or Engineers' Extra Board Exhausted

When the conductors' or engineers' extra board is exhausted, the brakeman or fireman on the brakemen's or firemen's extra board holding conductor's or engineer's seniority who is first out and rested at the time of the call will be used.

Rule 9(c)-13 Hoop Book

When all extra boards are exhausted of qualified men, assigned men who have indicated their desire for extra work will be used. These men will register with the Chief Crew Dispatcher or with the Yardmaster, at outlying points. The senior man will be used according to their seniority which they are exercising on their regular assignment, provided the senior man who can be returned to his assignment without undue penalty payment will be called. Men so registered will be considered permanently registered until withdrawn in writing. If such men wish to be temporarily laid off, they must give Crew Dispatcher or Yardmaster forty-eight (48) hours notice prior to rest days. Men who lay off on call will be removed from register and not allowed to register again for ninety (90) days. Example: When a conductor is needed, the oldest registered man, holding conductor's seniority,

who is exercising his conductor seniority on a regular assignment will be called.

At Anchorage, enginemen called under this rule will be called from Enginemen's Rotary Hog Book.

Men will be called in turn and when so used will advance to the bottom of the rotary hog book. Men not called and bypassed by qualifications, ability to return to regular assignment, rest or other restrictive requirements shall retain their positions until used.

a. Assigned hostlers and enginemen assigned on assignments involving only yard work who have indicated their desire for such work will be considered for all enginemen or fireman vacancies under this rule in preference to incumbents registered and assigned other classes of service or mixed yard-road assignments.

b. Yard engineers assigned only yard work will have preference for engineer vacancies only.

Where the word "hostler" is used in this rule, it includes engineer hostlers, terminal hostlers, and hostler helpers.

Rule 9(c)-14 Use of Promoted Men off a Firing or Braking Assignment

In the event all extra boards are exhausted of qualified men and no qualified men are available in Hog Book, and an engineer or conductor is needed, the youngest qualified man holding a brakeman or fireman's assignment which ties up in Anchorage each night will be called except that such man will not be called on his day of

rest if other qualified men in the same category are available, and when not called, Rule 9(d) "Runaround" will not apply. When used on their day of rest, Rule 3(d) will apply. Men used off assignment under this rule will be compensated for 8 hours at brakeman's or fireman's rate for each calendar day held waiting for his regular assignment.

Rule 9(c)-15 Use of Men Within Same Grade

If all extra boards are exhausted and no qualified men are available in Hog Sook and it is necessary to use a man off his assignment in same grade (i.e. engineer used as engineer), the senior man who can be returned to his assignment without undue penalty payment will be called. This rule includes hostlers and hostler helpers.

Rule 9(c)-16 Use of Men Assigned Jobs Under Rule 3(a)

The use of men assigned to jobs in category of Rule 3(a) will be as outlined in Rule 3(a) of agreement.

Rule 9(d) Runarounds

Extra men not called in turn will be credited with four (4) hours if used within twelve (12) hours from time of runaround. If not used within twelve (12) hours from time of runaround, they will be credited with eight (8) hours, provided, however, that on any crew, regular or extra, not more than one brakeman with less than ninety (90) days' experience as a brakeman or switchman on this or any other railroad operated under standard rules will be called, if other qualified extra men are available and no runaround payment shall accrue to such extra men. In the event there is one vacancy on a regular assignment and extra man first out is not qualified under this rule, extra man will be called in turn and regular man called as flagman. No firemen with less than six (6) months' experience on this or any other railroad operating under standard rules will be called for passenger service. No runaround shall accrue, but man runaround will retain position on board. Firemen with six (6) months or more experience must qualify with the proper official before becoming eligible for passenger service.

Regularly assigned men not called in proper turn under Rule 9(c) will be paid four (4) hours only as a runaround.

Rule 9(e) Missing Calls - Layoffs

Extra men, either train or enginemen, laying off of their own accord, or extra men missing a proper call will be held off extra board for twenty-four (24) hours from time call is missed, or time of lay-off and will not be used for twenty-four (24) hours if other extra men are available. Extra men who lay off of their own accord, or miss call at time of call for any

reason, will be held off board for twenty-four (24) hours and will, upon returning to board, be required to go to point of previous call and return on their own time, if the call was to deadead to an outlying point and extra man is still fulfilling this position. Time laid off under this rule will be deducted from weekly guarantee.

Engineers and firemen who miss a call from the board at Anchorage will be held off their respective boards until both engineers' and firemen's boards are exhausted of qualified men. The only exception will be if there are no qualified men available on either board. Firemen used as engineers, as outlined here, will not be computed as calls under Rule 9(a)-7.

Rule 9(f) Outside Points - Limitation

Extra men sent to points outside Anchorage to fill a job or vacancy may be held to fill not more than one (1) additional job or vacancy Curry south to and including Seward; for jobs or vacancies originating north of Curry to and including Fairbanks, such extra men may be held to fill not more than two (2) additional vacancies. The held-away-from-home-terminal rule will apply between times tied up and time brought on duty when going from one job or vacancy to another. Additional reliefs as provided for herein are limited to the number permissible at the point where first used, and if deadeaded into Curry from the north to make a relief, the same is permissible provided it is the second since sent from the extra board.

This rule will be interpreted to apply so that the extra man first out on the extra board at the time another extra man is used in excess of the relief permissible, such extra man will be

paid the difference in earnings, if any, that he would have received had he been coacheaded in his proper turn, including coachead earnings, until such time the other extra man returns to the Anchorage extra board.

Rule 9(e) Day Ends at Anchorage

Extra trainmen and enginemen will not be run through Anchorage terminal when other extra qualified men are available. This will not apply to extra men filling an assigned position. Assigned hostlers at outside points permitted to perform extra service as enginemen out of their terminal, when handling an assigned position into Anchorage terminal, will be relieved by an extra man, except when run is known to be vacant for one round trip. When handling extra run into Anchorage terminal, they will return to their terminal on the same run brought in.

Rule 9(h) Management and Committee Regulate Boards

Except where otherwise provided herein, extra boards will be handled in accordance with agreed upon understanding between the superintendent and the committee of the organization having jurisdiction.

Rule 10(a) Made Up Crews, Irregular Service

Extra crews for use in all classes of irregular or unassigned service will be made up from the extra boards at Anchorage, and Anchorage will be the home terminal for such crews. Fairbanks, Healy, Curry, and Seward will be the distant or away-from-home terminals for irregular or unassigned crews, except that crews may be made up for yard, freight, mixed and passenger service, and initial call in wrecker service.

from extra and regularly assigned men at Healy and Fairbanks. Made up extra crews called at Healy or Fairbanks will be returned to point of call without penalty accruing to extra or regularly assigned men at Healy or Fairbanks. Such crews may be used between Fairbanks and Broad Pass without men from Anchorage boards accruing penalty; however, if such crews are used south of Broad Pass, an entire crew from Anchorage extra boards will be paid 100 miles. Men fulfilling vacancies on regular assignments may be used as far as the assignment requires. Rules 2(d) and 15(c) will apply to regular men used on such made up crews.

When service is required in Yard service on rest days at Seward, Whittier, and Healy, extra board men available at these points will be used. If additional men are required, men registered in the Hog Book will be used in accordance with Rule 9(c)-13 with no penalty from the Anchorage extra board.

All passenger enginemen assignments will be two-man jobs and the use of firemen on extra crews will not be required, except on passenger crews.

Rule 10(b) First In - First Out

Train crews in irregular or unassigned road service will be run first in-first out in the same class of service (freight, work train, snow service, helper or pilot service, and passenger service), tie-up time from last service and on-duty time of next service to govern.

Example: Helper Service-Pilot. Assigned pilot is rested and available at Curry. Two extra conductors are also rested and available at Curry.

MEMORANDUM OF UNDERSTANDING  
Between  
THE ALASKA RAILROAD  
And  
UNITED TRANSPORTATION UNION

The parties signatory hereto have met and mutually agreed on the following a joint cooperative effort to improve and enhance the efficiency of the Service in respect to bulletining of assignments.

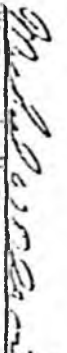
Changes on Rule 11(a) are hereby agreed as follows:

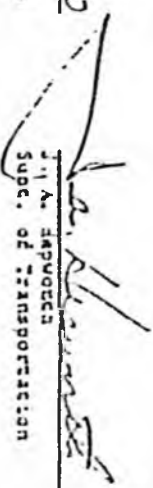
All passenger, freight, mixed, work, snow, society, yard, helper, and pilot service jobs using the main line for three (3) consecutive days or called for service three (3) consecutive days will be bulletined. All job assignments and vacancies in assigned service be bulletined for three (3) days. Calls for runs or jobs will be addressed to the Chief Crew Dispatcher in writing or via and such such office by 3:00 a.m. on the fourth (4th) day. Assignments will made on the fourth (4th) day effective at 7:00 a.m. Successful applicants, if available, will be notified as soon as possible on a day assignment is made. If successful applicant is held over new assignment more than five (5) calendar days following date of assignment through no fault of his own, he will be allowed difference in earnings any, after the fifth (5th) day.

Disagreements or disputes regarding the application or interpretation of document will be resolved through joint discussion and consultation between the parties. It is further understood that this Memorandum of Understanding may be cancelled upon thirty (30) calendar days written notice by either party.

FOR THE ORGANIZATION:

FOR THE ALASKA RAILROAD:

  
Michael W. Olson  
United Transportation Union

  
J. A. Spivock  
Supv. of Transportation

5/18/82  
D.M.

Question: Should assigned pilot be called in preference to extra man?

Answer: Yes. He is assigned to Pilot-Helper Service and not to any specific train or schedule.

Question: If extra man were used first under the above example, would assigned pilot have runaround due him?

Answer: Yes.

Rule 10(c) Runarounds Irregular or Unassigned Road Crews

Road crews in irregular or unassigned service not called in turn will be credited with four hours and stand first out for twelve (12) hours. If not used within twelve (12) hours from time runaround, they will be credited with eight (8) hours and stand last out.

Rule 11(a) Assigned Service - Bulletin of Runs

All passenger, freight, mixed, work, snow, rotary, yard, helper and pilot service using main line for five (5) consecutive days or its equivalent, not including Sundays or holidays where service not operated, will be bulletined for five (5) days. Existing vacancies in assigned service will be bulletined for three (3) days, except fireman vacancies on one-man jobs may be excluded from this portion of the rule. Claims to runs or jobs will be addressed to the proper designated department officials in writing or wire and must be in writing or wire and must be in such office by 7:00 a.m. on the fifth (5th) day. Assignments will be made on the

fifth (5th) day, except where such day is a Sunday or a holiday, in which case assignment will be made on the following day. Successful applicants, if available, will be notified on day assignment is made. If successful applicant is held off new assignment more than five (5) calendar days following date of assignment through no fault of his own, he will be allowed difference in earnings, if any, after the fifth (5th) day.

Examples: Difference in earnings if held more than five (5) days after date of assignments are made.

Question: When does the first day of difference in earnings start?

Answer: The sixth (6th) day after the assignment is made.

Question: Is the difference in earnings, if any, to be computed daily, or total time spread?

Answer: Total earnings over the time held as between two assignments.

Question: If a man is held for five (5) days after date assignment is made and released to go on his new assignment on the sixth (6th) day, will the time or days consumed in going to his new assignment be paid as time held off of his new assignment?

Answer: No, such time is the same as cashing in the exercise of his seniority, the same as if he had not been held more than five (5) days.

In this rule and in other rules in this schedule, the terms noted below shall be interpreted as follows:

1. "Assigned service" shall be construed to mean service, whether road, yard, work, etc., to which crews are assigned by bulletin under the first paragraph of this rule, whether such service operates on a time table schedule or is operated as an extra train.

2. "Unassigned or irregular service" shall be construed to mean service, whether road, yard, work, etc., for which crews are made up off the extra board, whether such service operates on a time table schedule or is operated as an extra train.

3. "Regularly assigned man" or "assigned crews" shall be construed to mean a man or men assigned to jobs or runs other than the extra board.

4. "Extra man" or "extra board man" shall be construed to mean a man assigned to one of the extra boards.

Except at Fairbanks, if successful applicant is held off new assignment through no fault of his own, when extra board man is rested and available, he will be allowed the difference in earnings, if any, on the day assignment is made and each succeeding day so held until relieved to protect new assignment.

Rule 11(b) Revised - Consist of Bulletins

Bulletins for passenger, freight, mixed, yard, or combination of such runs will specify each day of service. When job on which a fireman is required (two-man job) is combined with a one-man job, the fireman of the two-man job will be retained with the assigned crew of the two-man job, except by mutual consent firemen may be assigned a combination of two-man jobs as agreed

upon by the General Chairman and representatives of the carriers.

Bulletins specifying road service, or changing existing service will show points between which assigned, whether straightaway or turnaround, number of trips and turning points, home and far terminals, days of the week assigned to work, and if assigned to operate carded trains, bulletin will specify the train numbers. All vacancies on existing assignments will be bulletined as soon as the vacancy is known to exist, and will be posted at all points where train or yard crews tie up. No assignment in any class of service except conductors and engineers' extra boards, and through freight and passenger as per Rule 3(a), will be for less than five (5) days nor more than six (6) days per week.

Rule 11(c) Assignment Limitation

No assignment for trainmen and enginemen will be made in excess of nine hundred and seventy-six (976) miles per week except that assignments made under exception to Rule 3(a) may be made to operate mileage generated by not more than five days per week or its equivalent on a biweekly basis.

Example: Rotating assignments four (4) days one week and six (6) days one week during a biweekly period.

Assignments made under this exception to the mileage limitation will be subject to review after 30 days and each subsequent 30-day period thereafter upon written request of the General Chairman.

It is mutually agreed, all other assignments will, to the extent possible, be scheduled to achieve the maximum mileage permissible under

this rule, consistent with sound management practices, efficient utilization of personnel and operational requirements of the Carrier.

Baggageman assignments in excess of mileage mentioned above may be made by mutual agreement between the committee and the carrier.

Rule 11(d) Rebulletin - Limitation

Any passenger, freight, mixed (yard) or regular runs except work service having been bulletined, the schedule of which is changed to an increase or decrease of twenty-five (25) miles or more, change of home terminals, or a change in the leaving or starting time of two (2) hours and thirty (30) minutes or more, or the changing of one class of service to another, will be classed as a new run and bulletined as per Rule 11(a).

When an existing assignment is abolished or re-bulletined as a change in assignment per Rule 11(d), men will be paid deadhead to the home terminal of the assignment upon which they next exercise their seniority, or to Anchorage, whichever is the lesser, amount of deadhead payment to be determined under Rule 19(a).

Rule 11(e) Layoff Vacates Assignment

When an assigned man lays off for any cause whatsoever for fourteen (14) days or more, his assignment will be immediately bulletined for seniority choice as a permanent vacancy. Trainmen and enginemen when returning to service under this rule will be privileged to exercise their seniority. Assignments vacant for less than fourteen (14) days will be fulfilled by trainmen or enginemen from their respective extra boards.

Rule 11(f) Protect During Life of Bulletin

When an assignment or run is changed, the assigned men then on the new run would continue on the run during the life of the bulletin covering the new run. Assigned men may be displaced by a senior man with a legal bump. The man bumping on the job then becomes the assigned man.

Rule 11(c) Give Up Job

A regularly assigned man, train or engineman, may relinquish his regular assignment or run to go on the firemen's or brakemen's extra board thirty (30) days after date of assignment, provided there is a man junior to him on the extra board. This application must be in writing to the proper designated official, after which the run or job will be bulletined for seniority per Rule 11(a) and such man will remain thereon until properly relieved. Men giving up assignment under this rule cannot displace another regularly assigned man and will be placed on the extra board as of the date relieved from assignment.

Brakemen and firemen who have been force assigned under provisions of Rule 11(k) and upon making request for relief through proper authority prior to thirty (30) days after date of assignment, may do so, however, no deceased allowance will be paid to the senior man if relieved within thirty (30) days after date of assignment. Junior brakemen or firemen marking up on the extra board will be immediately force assigned to relieve the senior man. Deceased allowance is payable to the most junior man who protects the assignment in excess of thirty (30) days.

Conductors and engineers who have been force assigned under provisions of Rule 11(k) may request relief by notice to proper authority

Anchorage, Alaska  
February 16, 1981

MEMORANDUM OF AGREEMENT  
between  
THE ALASKA RAILROAD  
THE UNITED TRANSPORTATION UNION REPRESENTING TRAINMEN AND ENGINEERS

It has been mutually agreed between the Alaska Railroad and the United Transportation Union that a regularly assigned trainman or engineman making request for relief prior to thirty (30) days after date of assignment as provided for in Rule 11 (g) paragraph 2, 3 and 4, the following interpretation and application will apply:

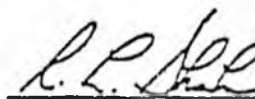
1. Trainmen and Enginemen who have been force assigned under provisions of Rule 11 (k) may request relief by notice to proper authority prior to thirty (30) days after date of assignment, when a junior employee marks up or a junior employee returns to duty status.
2. The position for which relief is requested will be bulletined in accordance with Rule 11 (a).
3. If no bids are received, the junior employee will be force assigned.
4. Trainmen or Enginemen requesting relief will protect assignment during life of bulletin and until properly relieved.
5. Deadhead allowance will be paid to the most junior employee who protects the assignment in excess of thirty (30) days.

FOR THE ALASKA RAILROAD



Robert W. Davison  
Supt. of Transportation

FOR THE UNITED TRANSPORTATION UNION



A. L. Shake  
General Chairman

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time or duty exceeds the miles run divided by twelve and one-half (12-1/2), all time to be computed daily. Overtime shall be paid for on the minute basis at an hourly rate of one-eighth (1/8) of the daily rate for passenger service and at an hourly rate of three-sixteenths (3/16) of the daily rate for all other classes of service.

Rule 3(a) Guarantee All Classes

Regularly assigned train and enginemen who do not lay off will be guaranteed not less than forty-eight (48) hours pay at straight time rates per calendar week, except trainmen and enginemen in yard service will be guaranteed not less than five (5) days per calendar week. On any of assignment day when employee is not used, except day or days of rest, he will be credited with not less than one hundred (100) miles or one (1) minimum day, and will be paid not less than the weekly minimum as provided in Rule 1, in addition to any compensation received under Rule 3(d). No assignment in road service will be for less than five (5) consecutive days or more than six (6) days. Yard assignments will be for five days.

Regularly assigned trainmen and enginemen in passenger and through freight service between Seward and Fairbanks will not be subject to the assignment portion of this rule. Regularly assigned trainmen and enginemen in mixed service between Anchorage and Fairbanks also will not be subject to the assignment portion of this rule. Such mixed trains will not handle more than twenty-five (25) freight cars, exclusive of cabooses, power cars, passenger and baggage cars. Power cars are limited to those furnishing power to cars in the train, otherwise the power car(s) shall be considered as one of the twenty-five

prior to thirty (30) days after date of assignment and if so relieved no deadhead allowance will be paid.

Junior conductors or engineers marking up or returning to duty status or exercising seniority in a brakeman's or fireman's capacity will be immediately assigned to relieve the senior conductor or engineer force assigned. Deadhead allowance is payable to the most junior man who protects the assignment in excess of thirty (30) days.

The purpose of this portion of the rule is to allow a senior man to hold the extra board, yet allow deadhead payment to the man who actually fulfills the requirements of the first paragraph of this rule.

Rule 11(h) Passenger Assignment Limitation

Brakemen or firemen on Fairbanks-Anchorage passenger assignments, holding conductor's and engineer's seniority, respectively, and residing at Fairbanks, will not be used out of Anchorage in extra or other assigned service.

Rule 11(i) No Bidding While Off

Men laying off are not entitled to bid on any vacancy for the exercise of seniority until such time as they have actually reported for immediate service.

Rule 11 (j) Exercise Seniority When Displaced

When exercising seniority according to this rule as a result of being displaced or assignment discontinued, a calendar day will be paid for each day on which pay is lost, providing such day is not covered with leave, and providing the payment for such time lost shall equal

but not exceed the amount by which payment to the employee for the current work week is less than the equivalent of forty-eight (48) hours at straight time rates in road freight service for the position to which assigned. When leave without pay is taken, eight (8) hours for each day of leave without pay will be deducted from current workweek of forty-eight (48) hours. The current workweek for the purpose of this rule shall be the administrative workweek beginning 12:01 a.m. Sunday and ending Saturday at midnight. The amount paid to the employee for the current workweek shall include all earnings for that week and all other wage payments, arbitratories as well as straight time and overtime to be converted to equivalent hourly pay in determining whether forty-eight (48) hours straight time has been earned. This rule shall not apply to employees exercising their seniority after return from leave of thirty (30) days or more. Unless leave is granted after being displaced or assignment is abolished, men must exercise their seniority within twelve (12) hours after end of last tour of duty. If notified while off duty, seniority must be exercised within twelve (12) hours after being notified. When necessary to go to a terminal before exercising seniority, the twelve (12) hour period will begin on arrival at terminal. First transportation must be taken going to terminal. After seniority is exercised, man will be considered available for next call of assignment except when it is necessary for him to coachhead to the assignment, in which case the first transportation must be used. Men displaced at line points where extra boards are not maintained may be held to protect assignment until properly relieved. Used off assignment would not apply until after arrival of first available rail transportation which would enable the senior man exercising seniority to protect the next call of assignment. Men failing to exercise seniority according to this rule will not receive the calendar day payments

provided for by this rule. Men laying off and men failing to properly lay off under this rule will be force assigned in their proper seniority unless such layoff is for scheduled vacation or of an emergency nature that has been approved by the Detention Officer. Men force assigned under this rule will be recalled to work for force assignment. If necessary to coachhead relief for force assignment, no coachhead allowance will be paid the men force assigned.

Men laying off for scheduled vacation or emergency reasons for periods of less than fourteen (14) days, who are junior to conductor or engineer who has been force assigned, must upon return to work exercise their conductor's or engineer's seniority and displace a senior or junior conductor or engineer who has been force assigned under this rule during period of lay-off, provided it is agreeable to the senior conductor or engineer. No coachhead allowance will be paid junior conductor or engineer in the event coachhead has been paid to senior conductor or engineer under this rule.

Rule 11(k)-1 Optional Seniority for Conductors

Conductors will be privileged to exercise their seniority as either conductor, brakeman, or baggageman, on any assignment or run at any time by properly bidding or bumping. When no bids are received for conductor assignments on runs bulletined for seniority choice, the youngest conductor working as brakeman or baggageman will be assigned. When no bids are received for brakeman or baggageman assignments on runs bulletined for seniority choice, the youngest qualified brakeman assigned the brakeman's extra board will be assigned (except that no more than one brakeman with less than ninety (90) days' experience as a brakeman or switchman on this or any other railroad operated under standard rules

will be assigned to the same crew if other men so qualified are available). Men assigned under this rule will be paid deadhead allowance per Rule 19(a) going to the run. Conductors, brakemen, or baggagemen assigned under this rule will be required to fulfill such assignment for a period of thirty (30) calendar days before being privileged to relinquish assignment under Rule 11(g). This rule can be repetitious. Nothing under this rule will prevent men from properly bidding off such assignments, except a man assigned as a conductor, that is the youngest conductor, will be restricted from being reassigned back as a brakeman more than one time when there is not a junior conductor working as a brakeman. If, after reassignment back the one time, he is again assigned to the same conductor position, he will not be paid deadhead payment for any deadheading necessary to again place him in the assignment, and will be required to fulfill the assignment for thirty (30) calendar days. (Applies to bidding and forced assignments). In the event of the assignment of the youngest conductor, brakeman, or baggageman, senior conductors holding brakeman or baggageman assignments will not be forced to the conductor's extra board.

Conductors, when force assigned as a conductor, must protect their assignment but they shall have the right to properly bid on any other assignment. In the event no one senior to the man force assigned bids his vacancy, the man initially assigned must return to point of forced assignment on his own time, with no deadhead payment being allowed. It is understood that, if a man is forced to a new or different position, he will be paid the initial deadhead to point of assignment. This rule is to allow a promoted man force assigned to bid on a brakeman position; however, the rebidding of the non-promoted vacancy created by the force assignment, by the man force assigned, is limited to

one bid and in the event he is force assigned back to the position originally force assigned to, he will coach on his own time, and protect the forced assignment for thirty (30) days before bidding to his non-promoted vacancy.

Rule 11(k)-2      Optional Seniority for  
engineers

Engineers will be privileged to exercise their seniority as either engineer, fireman, hostler, hostler helper, or engine watchman on any assignment or run at any time by properly bidding or bumping. When no bids are received for engineer assignments on runs bulletined for seniority choice, the youngest qualified engineer working as a fireman will be assigned. When no bids are received for fireman assignments or runs bulletined for seniority choice the youngest qualified fireman assigned to the fireman's extra board will be assigned. Men assigned under this rule will be paid coach allowance per Rule 19(a) going to the run. Engineer, fireman, hostler, hostler-helper, or engine watchman assigned under this rule will be required to fulfill such assignment for a period of thirty (30) calendar days before being privileged to relinquish assignment under Rule 11(g). This rule can be repetitious. Nothing under this rule will prevent men from properly bidding off such runs or assignments. In the event of assignment of the youngest engineer or fireman, senior engineers holding fireman assignments will not be forced to the engineer's extra board.

When no bids are received for the second man on one-man assignments, the youngest qualified unassigned fireman may be assigned. Men who are force assigned under this rule will remain on the assignment until properly bidding off or displaced.

Engineers, when force assigned as an engineer, must protest their assignment, but they shall have the right to properly bid on any other assignment. In the event no one senior to the man force assigned bids his vacancy, the man initially assigned must return to point of forced assignment on his own time, with no dead-head payment being allowed. It is understood that, if a man is forced to a new or different position, he will be paid the initial deadhead to point of assignment. This rule is to allow a promoted man force assigned to bid on a fireman position, but in the event he is force assigned back to the position originally force assigned to, he will deadhead on his own time.

Rule 11(k)-3 Bidding and Bumping Vacancy

Trainmen and Enginemen with legal bump may bid and bump any existing vacancy, except new assignments. This bid and bump will be limited to one (1), and if job is assigned to senior man, person bidding and bumping must exercise seniority upon release of bulletin.

Trainmen and enginemen bidding and/or bumping vacancy will not be considered assigned to that position until bulletin closes and by virtue of seniority declared successful bidder, and are subject to force assignment under Rule 11(k).

Rule 11(l) Multiple Appointments and Reduction in Force

In accordance with the optional seniority principle established in Rule 11(k) and in accordance with regulations set forth by the U. S. Civil Service Commission governing competitive service, train and engine service employees will work under the terms and conditions of multiple appointments covering duties and services, respectively, for which they are qualified. They shall be required as a condition of

employment or continued employment to perform the duties of the various assignments in the various services listed in their multiple appointments, at the pay rates provided for such services and assignments in the applicable wage schedule, and in accordance with wage rules contained in this agreement.

Train-and-engine-service-employee multiple appointments shall be established in the following competitive levels:

- a. Brakeman, baggageman - All classes of service
- b. Conductor, conductor pilot, brakeman baggageman - All classes of service
- c. Fireman, hostler, hostler-helper, engine watchman - All classes of service
- d. Engineer, fireman, engineer-hostler, hostler, hostler-helper, engine watchman - All classes of service

All classes of services, as referred to above, shall include road passenger service, road freight service, mixed train service, work train service, helper service, snow service and yard service.

Reduction in force of train and engine service employees will be made according to retention rights, first, in the competitive levels of (a) brakeman, baggageman - all classes of service (for trainmen) and (c) fireman, hostler, hostler-helper, engine watchman - all classes of service (for enginemen); second, in the competitive level of (b) conductor, conductor pilot, brakeman, baggageman - all classes of service (for trainmen) and (d) engineer, fireman, engineer hostler, hostler, hostler-helper, engine

watchman - all classes of service (for enginemen). The reduction in force will be accomplished in the first step when possible. If the reduction in force results in a vacancy in an assigned position, this position will be filled by the appointment of the youngest train or engineman, as the case may be, on the Anchorage extra board. He may, after reporting on the assignment, relinquish the assignment in less than thirty (30) days; however, if no bids are received, he will be assigned by bulletin. Trainmen and enginemen separated from the service will be given a service letter upon request.

Rule 12 Use of Regular Men Extra

Regularly assigned trainmen and enginemen may be held or used in preference to extra men on special passenger trains handling government or railroad officials, fraternal or convention trains, and regularly assigned qualified engineers may be used in passenger service in lieu of extra engineers who have had less than one year's experience as a locomotive engineer. Men so called will be credited with one (1) calendar day for each day so held or used, but will not receive an amount less than they would have received on their regular assignment.

Examples: Use of Regular Men

Question: A regularly assigned man enroute from Fairbanks to take his assignment is used in an emergency to relieve and fulfill another regular man's assignment out of Curry. Will such man be paid deadhead Fairbanks to Curry or Curry to Anchorage?

Answer: He will be paid deadhead Curry to Anchorage.

Question: Would a regularly assigned man at Seward who had bid r/f his assignment and properly relieved and is held and used to fulfill another regular assignment be entitled to dead-head Seward to Anchorage when relieved?

Answer: Yes.

Question: Will such regularly assigned men be used in lieu of extra men?

Answer: No, except in actual emergencies, sickness or injury, or lack of available extra men.

Question: If regularly assigned men are used under the above conditions and extra men are available, will the extra men be entitled to what they would have earned?

Answer: Yes, extra men must be deadheaded at the first available opportunity and the regular men relieved.

#### Rule 13 Day of Rest Road Crews

Road crews will not be given their day or days of rest at points other than specified in their assignment and will not be given their day or days of rest away from home terminal.

Question: If, due to interruption to traffic, it is necessary to hold crew away from their home terminal on their day of rest, will they be compensated whether used or not?

Answer: Yes, if held and not used, 100 miles held for service.

#### Rule 14(a) Crew Consist

Regularly assigned local freight crews doing local freight work consisting of loading and unloading freight and station switching will be

provided with three (3) brakemen. Assigned mixed crews will be provided with two (2) brakemen and one (1) train baggageman. No man with less than 90 days' experience as a brakeman on this or any other railroad operated under standard rules shall be used as a flagman if other men so qualified are available.

NOTE: Where 90 days' experience is mentioned in Rule 9(d), 11(k), and 14(a), this will be interpreted that, in the case of students, this will mean 90 days' seniority on this railroad.

Rule 14(b)

Crews in other freight, yard work, or snow service will consist of not less than one (1) conductor and two (2) brakemen, when available.

Rule 14(c)

Passenger crews on local trains handling local baggage, mail and express will consist of not less than one (1) conductor, two (2) brakemen, and one (1) baggageman, except that official trains, steam or other motive power handling not to exceed two (2) cars will be manned by one (1) conductor; passenger crews on trains handling through baggage, mail or express will consist of not less than one (1) conductor and two (2) brakemen.

Crews in charter or special passenger service not required to work mail, baggage, and express between terminals may be manned by one conductor and one brakeman when train consist is not more than five (5) passenger cars plus baggage equipment.

Rule 14(d)

Motor cars (bus car type) not to exceed fif-

teen (15) passengers may be carried by one engineer.

Engineers used in motor car service (bus, gas car type) under this rule on short turnaround passenger runs, no single trip of which exceeds twenty-five (25) miles, shall be paid at the Yard Engineer's rate for all time actually on duty or held for duty, with a minimum of eight (8) hours. Time will be computed continuously from the time first required to report to final release at end of last run.

Rule 1A(e)

Motor cars of the 200 type will be provided with one (1) conductor, and when handling a trailer will be provided with one (1) brakeman or one (1) baggageman.

The management will designate the position to be filled, as traffic may justify. Train baggagemen will be provided, with or without trailer, when mail, baggage or express is handled enroute and reports are required to be made. Conductors will not be required to perform the duties of train baggagemen.

Rule 1A(f)

Crews will not be divided to move trains from one point to another on the main line, except when necessary to double hills, or in cases of emergency.

Question: In the use of regularly assigned crews, local and through freights, should such crews be called on a first in, first out basis, or in accordance with their scheduled assignment; that is, local or through freight?

Answer: In accordance with their scheduled assignment. However, local freights will be

given preference if way car is available and local crew is rested, if both are fulfilling same schedule, such as 29 and 30, except in instances where such practice would impede traffic.

Question: Would either crew have a runaround against the other?

Answer: No.

Question: If two or more through freight crews are fulfilling the same schedule out of a terminal, should they then be called on a first in, first out basis?

Answer: Yes.

Question: Would such crews have runaround due them?

Answer: Yes, if fulfilling the same schedule and on the same district.

Rule 14(a)

The bulletin and engine consist of crew shall designate two-man assignments as:

1. All through mixed service job assignments authorized in Rule 3(a).
2. Assigned through freight service between Anchorage and Healy.

Fireman vacancies in assigned two-man assignments under this rule will be filled.

This list may be reviewed on request by management or the organization for purpose of adding or subtracting positions and revision, provided that it shall not be mandatory upon management to create two-man jobs to an extent greater than

ten percent (10%) of the jobs in each category of service, and provided further that it will not be mandatory upon management to change one-man jobs to two-man jobs if such action requires the hiring of new men.

Rule 14(i) Shuttle Service

In order to establish shuttle service between Portage and Whittier, mixed service crews for this service will originate and tie up at Anchorage and may be used on turnarounds between Portage and Whittier with time (hours or miles) to be computed continuously from the time required to report for duty to final release at the end of run. Crew will be paid local freight service rates of pay and will be manned by a two-man engine crew, one (1) conductor, two (2) brakemen, and will not be required to handle checked baggage, mail, or express except when train baggage man is provided. Trainmen will handle jump boards and ramp awnings when necessary in the loading and unloading of vehicles. Rule 6(u) will not apply, except when crew switches other than the equipment of their train at Whittier. Crews required to handle equipment to and from Whittier and points in between, in addition to shuttle equipment, will be paid 50 miles in addition to their road trip allowance.

Crews used to handle cars other than shuttle equipment to or from Whittier without payment of 6(u) are restricted as follows: to double over to the minimum number of tracks which could hold cars within the main yard, and in addition place shuttle equipment to shuttle track or to double from the minimum number of tracks which could hold cars within the main yard and in addition pick up shuttle equipment from shuttle track.

Placement of cars within the main yard track structure will be at the direction of the carrier. Crews required to set out or pick up

on industry tracks, i.e. Army track, tail of wye, dock track (outside main yard track structure) will be compensated in accordance with Rule 6(u).

Rule 15(a) Used Off Assignment

An assigned crew used in an emergency in other temporary service will be compensated in accordance with the rules applying to their assignment, and when so used, will be returned to their regular assignment at the earliest possible opportunity. Crews or men used under this paragraph will be compensated not less than they would have earned on their regular assignment.

Rule 15(b)

When an assigned crew is used in work service, "Automatic Release" will not apply. If tied up between terminals, "Tied Up Between Terminals and Hours of Service" will apply.

Rule 15(c)

When a regularly assigned man is used off his assignment, he will be compensated for such service in addition to his assignment, with a minimum of one (1) day. This rule will not apply on rest days, except as provided in Rule 3(d). Men returned to the point of assignment and are again used off their regular assignment will be paid as stated above. On men used under Rule 9(c)-14, this rule will not apply.

Rule 15(d)

Men used under section (c) of this rule will be paid a minimum day in addition to their assignment for the first day so used and for each succeeding day used will be paid an amount not less than they would have earned on their regular assignment.

Rule 15(e)

In the event of track construction, assigned road crews may be used off their assigned districts out of terminals where extra lists are not maintained to make connections in the same class of service.

Rule 15(f)

When assignments are made for crews to run to an intermediate point and there exchange train with a crew from the opposite terminal (both crews turning back at meeting point to the originating terminal), such crews may be run to a point over or short of the assigned meeting point for the purpose of exchanging trains to prevent delays to trains and the mileage on such runs will be paid for on a continuous basis. Crews run short of the bulletined turning point will be paid the miles to the bulletined turning point and return to the point of exchange in addition to the actual miles or hours made on the road trip.

Assigned road freight crews whose initial station and/or intermediate final terminal station of their assigned scheduled run is Portage will not be run into Whittier unless necessary to do so. When so run into Whittier and/or return, they will be considered as having been used off of their assignment and will be compensated not less than eight (8) hours, or one hundred (100) miles, for such services. All time consumed on such trip to be deducted from the time of their road assignments for purposes of computing overtime of their road trip, unless total hours on duty computed in accordance with Rule 2(b) produces the greater amount, in which case the greater amount will be paid.

Rule 15(i)

Diesel locomotives, when operated in multiple, may be operated as either a two-man job or as a one-man job. When passenger power and heat cars are utilized in passenger trains, such passenger power and heat cars will be considered as an additional unit and payment made therefor as per Rule 1(c).

Rule 16(a) Automatic Release

Automatic release will not apply to assigned freight and passenger crews between Anchorage and Fairbanks assigned to run to meeting points between Healy and Curry. This rule also will not apply to assigned crews as to terminals except such terminals as are specified when regular assignments are bulletined and made under Rule 11(c) above.

Extra road crews arriving at terminals or end of run are automatically released. Road crews required to run through a terminal will begin a new day.

Rule 16(b)

Road crews required to perform switching or other terminal service upon arrival at terminal, including passenger or troop trains delivered to Elmendorf, Fort Richardson, Ft. Wainwright, or Eielson by road crews, will be compensated in accordance with Rule 6 (Terminal Service).

Rule 16(c)

Northbound road crews arriving at Anchorage or Fairbanks, or departing from Anchorage or Fairbanks, southbound, required to move cars to or from military bases will be paid a new day independent of the road trip, except that this will

not apply to passenger crews arriving or departing Anchorage or Fairbanks.

Rule 16(d)

Yard crews required to perform switching service or other services at military bases at Anchorage, Ft. Wainwright, and/or Eielson, will be paid yard rates for all services performed. Upon entering on Army track, no arbitraries or penalties provided under this contract will be allowed or paid except as provided in Rule 43 (Coupling and Uncoupling Air Hoses) and Rule 1 (Weight on Drivers) and Rule 2(b) (Overtime). Crews so used will perform all service as directed by the Army Yardmaster.

Upon release and return to Alaska Railroad yards, arbitraries or penalties as provided in this agreement, as applied to other yard crews, will be paid.

Yard service in Alaska Railroad yards and at military bases in Fairbanks may be combined. Assigned Anchorage yard crews required to go beyond designated interchange track at Fort Richardson and Elmendorf will be paid actual time from designated interchange track until return to interchange with a minimum of one (1) hour in addition to all other earnings for that day or trip.

Fairbanks yard crews servicing Ladd and/or Eielson will not be worked in the Fairbanks yard after working at Ft. Wainwright and/or Eielson if they have spent more than eight (8) hours on duty, if a Fairbanks yard crew or crews are on duty.

Crews servicing Ft. Wainwright and/or Eielson will be allowed the use of cabsuses.

Army crews will not be given permission to switch in Fairbanks or Anchorage yards; it is understood, however, in such instances where Army crews do move beyond designated interchanged tracks for emergencies or maneuvers beyond the control of the Railroad, no penalties will be allowed. When Army crews perform work in Anchorage or Fairbanks yards normally belonging to railroad employees, a minimum of one hundred (100) miles or eight (8) hours will be allowed to the men available at Anchorage or Fairbanks for such work.

Rule 17(a) Called and Not Used

When a train for which trainman and enginemen have been called to report for service at a specified time is annulled, they will, when reporting for duty, be credited with time held until relieved from duty. If no service is performed, they will be allowed a minimum of two (2) hours and stand first out. If service is performed, they will be allowed eight (8) hours or one hundred (100) miles and stand last out. No duplicate payments will be made under this rule. If they are called and released before leaving home or place where called, no allowance will be made, provided the call and release was between the hours of 6:00 a.m. and 10:00 p.m.

On crews having regularly assigned call time, such call will stand if set back less than two hours. If set back more than two hours, they will be paid two hours called and not used. If notified prior to tie-up time, no penalties will accrue.

Rule 18 Calling of Crews

Train and enginemen living within one and one-half (1-1/2) miles of passenger depot, Anchorage, Fairbanks, and Seward, will be called when

practical one and one-half (1-1/2) hours before time required to report for duty.

Rule 19(a) Deadheading

Trainmen and enginemen when deadheading on Railroad business will be compensated on the basis of miles or hours (whichever is greater) at the rate of class of service assigned with a minimum of eight (8) hours or one hundred (100) miles. When deadheading on Railroad business, when other than rail transportation is available, the carrier may elect to utilize other modes of surface transportation or commercial air services. Deadheading and service may be combined in any manner that traffic conditions require and when so combined will be allowed actual miles (between stations as established in timetable) or hours on a continuous time basis with not less than a minimum of eight (8) hours or one hundred (100) miles for the combined service and deadheading.

EXCEPTION: Trainmen and enginemen deadheading via air will be allowed actual time with a minimum of eight (8) hours for deadheading when actual mileage between stations exceeds 100 miles.

Rule 2(b) (overtime) will apply to men when deadheading on Railroad business. Deadheading time will be computed continuously and Rule 16(a) will not apply.

Rule 19(b)

Trainmen and enginemen going to take a run at their request, to which they are entitled through seniority, will not be paid for deadheading to take run. Trainmen and enginemen going to runs under a forced rule will be considered deadheading on Railroad business.

Rule 19(c)

Crews will go with their cabooses and when cabooses are deacheading, crews first out will deadhead, second crew run train, deadhead crew to be first out at end of run.

EXAMPLES

1. Deacheading Only

Payment when called to deadhead by other than air transportation:

Between:

Anchorage & Seward	114 miles
Anchorage & Whittier	100 miles
Anchorage & Healy	244 miles
Anchorage & Fairbanks	356 miles
Fairbanks & Healy	112 miles

When called to deadhead and air transportation is provided, actual time with a minimum of eight (8) hours will be paid.

Question: When assignment involves deacheading to Fairbanks and the carrier elects to provide air transportation, what payment for deacheading shall be made should the employees elect to drive their own private vehicle with concurrence of proper authority?

Answer: 100 miles, the same as if air transportation had been utilized.

1. Deacheading and Work Combined

Payment for deadhead when called to combine deadhead and work by other than air transportation:

Between:

Anchorage & Seward	114 miles
Anchorage & Whittier	63 miles
Anchorage & Wasilla	46 miles
Fairbanks & Healy	112 miles

Payment for deadhead when called to combine deadhead and work when air transportation is provided:

Between:

Anchorage & Seward	100 miles
Anchorage & Whittier	63 miles
Anchorage & Portage	50 miles
Fairbanks & Healy	100 miles

Examples provided are for the purpose of illustration under normal operating conditions representing the intended application and payment of negotiated revision of Rule 19(a).

Rule 20(a) Hours of Service

Under the rules limiting hours on duty, crew in road service will not be tied up unless it is apparent that the trip cannot be completed within the lawful time, and then not until after the expiration of twelve (12) hours on duty under the rule, or within two (2) hours of the time limit provided by law.

Rule 20(b)

If road crews are tied up in a number of hours less than provided in the preceding paragraph, they will not be regarded as having tied up under the rule, and their services will be paid for under this schedule.

Rule 20(c)

When road crews are tied up between terminals under the rule, they will be considered on-duty and under pay immediately upon the expiration of the minimum legal rest period required by the crew, and the longest period of rest required by any member of the crew, either eight (8) or ten (10) hours, will be the period of rest for the entire crew.

Rule 20(d)

A continuous trip will cover movement, straightaway or turnaround, from initial point to destination train is making when ordered to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

Rule 20(e)

Road crews tied up under the rule will be paid time or mileage of their schedule from initial point to tie-up point. When such crews resume duty on a continuous trip, they will be paid from the tie-up point to the terminal on the following basis: For fifty (50) miles or less, or four (4) hours or less, one-half day; for more than fifty (50) miles or more than four (4) hours, actual miles or hours, whichever is the greater, with a minimum of one (1) day. It is understood that this paragraph does not permit crews to be run through terminals.

Rule 20(f)

Road crews tied up for rest under the law and then towed or oadheaded into terminals, with or without engine or cabooses, will be paid therefore the same as if they had run train to such terminal.

Road crews tied up under the law except in case of delays due to wrecks, washouts, snow blockades or other track constructions held awaiting arrival of relief crew will be paid for all such time on a minute basis in addition to miles or hours made on the road trip.

Rule 20(c)

When regularly assigned crews are tied up between terminals account hours of service and resume service, the completion of the trip from the tie-up point to the next terminal will be considered as the completion of the trip from the originating terminal, and crew will be paid for existing calendar day in accordance with their assignment, whether service is performed or not.

Rule 21(a) Tie Up Between Terminals - Account wrecks, washouts, or snow blockades

Road crews will not be tied up between terminals except in case of delays due to wrecks, washouts, snow blockades, or other track obstruction, in which case they will be credited with the first eight (8) hours so held in addition to time or miles made that day, with a minimum of one hundred (100) miles for the service rendered, and for each succeeding calendar day will be allowed not less than eight (8) hours or one hundred (100) miles. No duplicate payments will be made under this rule.

A yard crew out of Whittier that is tied up at Portage for any reason whatsoever will be paid in accordance with this rule.

Rule 21(b)

Except in cases of wrecks, washouts, snow blockades, or other track constructions, work and snow crews will not be tied up between terminals

other than the assigned working points, including Portage, Whittier, and Nenana. Snow crews may be tied up at Broad Pass, however, when weather conditions require it. Work and snow crews will not be tied up at points where eating and sleeping accommodations are not available for the entire crew. Snow crews may also be tied up at Tunnel, except on their assigned rest day or days.

Rule 21(c)

Crews tied up between terminals will begin a new day when called, except as provided in Rule 20(g).

Rule 22(a) Work, Wreck and Snow Plow Trains May be Tied Up Between Terminals

Except as provided in section (b) of Rule 21, work, wreck and snow plow service trains may be tied up between terminals and time tied up deducted, providing eating and sleeping accommodations are available. Upon resuming duty will begin a new day.. Initial and final terminals allowances and automatic release at terminals will not apply on this service.

Rule 22(b) Bulletined

Assigned work trains moving from one subdivision to another will be classed as new runs and may be bulletined as per Rule 11(a).

Rule 22(c) Seniority Choice

When two (2) or more work trains are working in or out of a terminal or intermediate tie-up point in the same class of work, the senior man will have the preference of crews. When crews are pulled off, the senior men may, if they so elect, exercise their seniority on the remaining crew or crews.

At work train points when two or more crews are assigned and only one crew is to be used on a day of rest, the senior crew should be given preference. Seniority of the crew to be governed by seniority of the conductor. However, if a crew is assigned to the pit as a loading crew and the work to be performed is loading only, then the assigned pit crew should be used. If the crew to be used on day of rest does both loading, hauling and dumping, then seniority of crews will govern.

Rule 23(a) Work and Snow Service

Initial and final terminal allowances, tie-up between terminals restrictions, automatic release at terminals and hours of service restrictions as to tie-ups are applicable to extra road crews used to move work train, bridge and building equipment, snow service equipment, or wrecking equipment from terminal with pick-ups or set out of the same between terminals; but if actual work train, snow, or wrecking service is performed enroute, they may be tied up between terminals when sleeping and eating accommodations are available at point of tie-up for all of the crew. The above will not apply to regularly assigned work train crews.

Rule 23(b)

Regularly assigned snow crews may be given their day of rest at Seward, Portage, Anchorage, Whittier, Curry, Healy, and Fairbanks.

Rule 23(c)

When extra snow fleets are called, the management will be permitted to select the rotary crew.

Rule 23(a)

In work on snow service at outlying points, when a hostler or engine watchman is employed, when enginemen are required to service engines such as adding lube oil, water, fuel oil, sand, they will be paid an arbitrary payment of thirty (30) minutes in addition to all other allowances for this or day work. When required to start engines, the engineer only will be paid under this rule.

Rule 24(a) Piloting

Conductors and engineers, acting as pilots, will be paid their respective rates in their respective classes.

Rule 24(b)

Conductors will be furnished to pilot light engines running over district or portion of district, and on assigned helper engines working in helper districts.

It is hereby agreed that a helper district be established between Portage and Seward and that home terminal be designated as Portage or Seward. It is also agreed that a helper district be established between Curry and Windy with home terminal at Curry.

Trainmen and enginemen assigned exclusively to helper service will be paid in accordance with Rule 2(a), Rule 2(b), and Rule 3, and such other rules as are applicable to road service. Rates of pay will be at freight rates unless used in snow service, in which case snow service rates will apply.

Time will be paid on a continuous basis and no payment will be made for inside turns or for

second or succeeding starts out of helper terminal.

Rule 24(c)

Qualified conductor-pilots will be called when Russel plows and Jordan spreader are used, handling nose flangers and wings, or other snow plow appurtenances. It will not be the duty of the train crews to do this except in emergencies. Before either conductors or engineers may be assigned as pilots in snow removal equipment they must be qualified for such service by having previously performed similar service or made the necessary student trips.

Rule 24(d)

Conductor-pilots on snow plows will be paid rates in accordance with Rule 1.

Rule 24(e)

Light engines may be run to flange out and remove snow. Freight crews will not be required to plow snow at stations for the purpose of clearing sidings except for the purpose of setting out or picking up cars.

Rule 24(f)

In snow service, when two pieces of snow equipment, such as a rotary, Russel plow, or spreader, are used jointly by two engines, one handling the plow and the other a spreader or rotary, the regular pilot will be used to pilot the plow and the other piece of equipment will be manned by a shop man or a maintenance-of-way employee when available. If two pieces of equipment are used intermittently, that is, one piece of equipment used and set out, then the other piece of equipment picked up and used, the pilot will be required to man each one of the

pieces of equipment at the time used. When the rotary is used by itself, a conductor-pilot is not required.

Rule 24(a)-1

Pile drivers, ditchers, cranes, or other self-propelled locomotive type rail equipment, operating with not more than nine (9) rail cars (including caboose and idler) when used in maintenance, repair, construction, or inspection work need not be manned with a conductor-pilot. The Railroad will not be subject to penalty when such equipment is utilized in the maintenance, repair, or construction exclusively for the Railroad's purpose.

It is concurred the usage of Y orders will be restricted to their present application.

Rule 24(a)-2

A conductor-pilot will be called or assigned when pile drivers, ditchers, cranes, or other self-propelled locomotive type rail equipment operating with not more than seven (7) rail cars (including caboose and idler) are used to move contractor's equipment or supplies who, acting as an agent for the Railroad, is engaged in maintenance, repair, or construction. The Railroad will not be subject to penalty by other rules contained in this agreement when contractor's equipment and supplies are moved in accordance with provisions contained herein, and Rule 7(a) does not apply.

Rule 24(h)

Regularly assigned snow plow pilots will not be used in extra conductor's positions.

Rule 25(a) Yard Service Yard Crews

Rates of pay for yard service will be as shown in current wage schedule.

Rule 25(b) Eight (8) Hours or Less Will  
Constitute a Day's Work

Effective March 25, 1956, there will be established, for all classes or crafts of yard service employees covered by this agreement, a workweek of forty hours, consisting of five consecutive days of eight (8) hours each, with two days off in seven, except as hereinafter provided.

The parties hereto, having in mind conditions which exist or may arise in the application of a five-day workweek, agree that the General Chairman or his designated representative and the Railroad may enter into any additional understandings to implement the purpose of this article.

The term "workweek" for regularly assigned or extra employees shall mean a period of seven consecutive days starting with Sunday.

Unassigned or extra board men used on a second tour of duty in a twenty-four (24) hour period shall be paid time and one-half for the second tour of duty.

It is agreed that the twenty-four (24) hour period shall be governed by the time first called. Twenty-four (24) hour periods shall not run in continuity so as to provide repetitious penalty payments. In other words, the twenty-four (24) hour period shall commence with the call time of the tour of duty immediately prior to the penalty tour of duty.

Rule 25(d) Tour of Duty

Regularly assigned yard crews will each have a fixed starting time, and the starting time of the crew will not be changed without at least forty-eight (48) hours' notice.

In cases where there is a combination of road and yard assignments, such crews will be paid in accordance with Rule 25(d) and if worked beyond their assigned tour of duty such time will be paid at overtime rates.

Rule 25(e)

Yard crew will have a designated point for going on and off duty. Pay of yard men will continue until they reach point at which they start work.

Rule 25(f)

Yard crews will be allowed twenty (20) minutes for lunch between four and one-half (4-1/2) to six (6) hours after starting work without deduction in pay.

Rule 27(c)

Yard crews will consist of a conductor and two (2) brakemen, and will not be required to work with less than a full crew as specified in this section if other trainmen are available. It is understood that this rule will not be abused and yard crews required to work short-handed beyond reason. Provided, however, that yard crews at Whittier started within the hours of their assignment in snow service inside switching limits will be paid for four (4) hours or less, and if used more than four (4) hours will be paid not less than a basic day, in addition to the regular yard pay and without deduction therefrom for the time consumed in said service.

MEMORANDUM OF UNDERSTANDING  
Between  
THE ALASKA RAILROAD  
And  
UNITED TRANSPORTATION UNION

The parties signatory hereto have met and mutually agreed on the following in a joint cooperative effort to improve and enhance the efficiency of Service in respect to unassigned yard crews used at Whittier.

It is hereby agreed as follows:

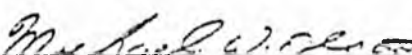
(...dd as paragraph two to 25(h) addressing use of unassigned yard crews Whittier.)


Unassigned yard crews (Extra Board crew) at Whittier may be used between Whittier and Portage for taking loads and/or empties, or any other equipment, and for the purpose of switching Portage. Unassigned yard crews, when so used, will be paid actual time on a minute basis with a minimum of two (2) hours in addition to miles or hours earned. This allowance shall be in addition to the regular yard pay and without any deduction therefrom. Actual time on duty will be used for computation of overtime under Rule 2(b).

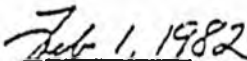
Differences or disputes regarding the application or interpretation of this document will be resolved through joint discussion and consultation between the parties.

FOR THE ORGANIZATION:

FOR THE ALASKA RAILROAD:

  
Michael W. Olson  
United Transportation Union

  
J. A. Hepworth  
Acting Supt. of Transportation

  
Date

Should an off duty yard crew be used after tie-up from its assignment, they will be paid not less than a basic day under yard rules and conditions.

Trainmen and enginemen reporting for duty late, especially consistent violators, will be disciplined.

Rule 25(h)

Where crews are called to perform yard service within switching limits they will not be used in road service when road crews are available, and when so used will be paid not less than the minimum day in each class of service, except that assigned yard crews at Whittier when started within the assigned hours of their tour of duty, may be used between Whittier and Portage for taking loads and/or empties, or any other equipment, and for the purpose of switching Portage, except due to blockades conditions. This rule will not apply to handling special troop movements outside of Whittier yard limits.

Rule 25(i)

All engines assigned to switching service will be so equipped as to be in compliance with Federal Railroad Administration safety standards. Engines equipped with plows will not be used in yard service when other motive power is available.

Rule 25(j) Combination Road-Yard Service Lines

Yard crews may be used outside yard limits without payment of two classes of service between:

Anchorage and 105  
Anchorage and Birchwood  
Healy and McKinley Park  
Healy and Ferry

Fairbanks and Saulich until such time as north switch installed at Happy. (No penalty will be paid to road crews required to set out or pick up at Saulich during this interim period.)

for switching, and can perform the same work as allowed within yard limits, except rerailling equipment derailed on main track by road crews. Yard crews working under this rule instructed to couple air hose will be allowed one (1) hour in addition to their regular earnings. Road crews, when required to set out and pick up within these limits (except setting out of bad order cars) will be paid actual time on a minute basis with a minimum of two (2) hours in addition to miles or hours on their road trip.

Road crews called in local service and crews called for Anchorage-Palmer turn would not be subject to the penalty provision of Rule 25(j) when required to set out or pick up within these limits.

It is further understood for example, crews switching within these limits may run beyond the far switch without penalty for the purpose of executing switching movements.

Yard crews will not be required to work in excess of eight (8) hours when other crews are available except in case of necessity, in which case the time may be extended and paid for on a continuous basis. The difficulty in scheduling an exact eight hours' work for a yard crew is acknowledged in this rule, and overtime not more than thirty (30) minutes in excess of the normal eight (8) hour tour of duty shall not be construed as a violation of this rule nor the spirit thereof. Except when, for more than

three (3) consecutive days, one designated Anchorage Yard crew performing service primarily between Anchorage Yard and Milepost 105 are required to work in excess of eleven (11) hours per day, additional crews will be called if available.

Rule 23(f)-2

At points where yard crews are employed, combination road-yard service zones may be established within which yard crews may be used to perform specified service outside of yard limits under the following conditions:

(a) Road-Yard Service Zones for purposes of this rule are defined as between:

Seward - Primrose  
Anchorage - Potter  
Anchorage - Birchwood  
Healy - Outfit Siding 342.7  
Healy - Browns  
Fairbanks - Saulich

for the purpose of handling disabled trains tied up under the Hours of Service Act.

(b) Within Road-Yard Service Zones, yard crews may be used to handle disabled road trains or those tied up under the Hours of Service Act outside their final terminal without penalty to road crews. For such service yard crews shall be paid miles or hours, whichever is greater, with a minimum of one (1) hour for the class of service performed for all time consumed outside of yard limits. This allowance shall be in addition to the regular yard pay and without any deduction therefrom for the time consumed outside of yard limits.

(c) Nothing in this rule is intended to impose restrictions with respect to handling disabled road trains or those tied up under the Hours of

Service Act beyond defined road-yard service zones, established under this rule. The carrier will not be penalized under provision of Rule 25(j)-1 (overtime) when crews are used to handle road train to terminal and encounter mechanical difficulties or circumstances beyond the control of the carrier which results in crew exceeding eight (8) hours. Accordingly, crews will not be used to handle road trains to terminal unless it is known work can be accomplished within assigned eight (8) hour tour of duty.

Rule 25(k)

When road crews are required to perform more than four (4) hours initial switching at Anchorage terminal within any ten hour spread or less that yard crews are not on duty, an entire yard crew from the extra board will be paid a minimum day.

Rule 25(l)

Assigned yard men at Seward and Whittier may be permitted to lay off not to exceed three (3) days. When so permitted to lay off, their positions may be filled by other regular assigned yard men, provided no extra men are available in Seward or Whittier. The oldest conductor or brakeman will be given preference in fulfilling such relief.

Rule 26(a) Revised

Terminal hostlers, hostler helpers, and engine watchman rates will be shown in current wage schedules.

Rule 26(b) Revised

Terminal hostlers and hostler helpers will be regularly employed at the following points:

Anchorage - Four (4) terminal hostlers  
Four (4) hostler helpers  
Fairbanks - One (1) terminal hostler

Rule 25(c) Revised

Terminal hostler and hostler helper assignments shall be forty (40) hours a week, consisting of five (5) consecutive days of eight (8) hours each, with two (2) days off in seven (7).

Rule 25(d) Revised

Regularly assigned terminal hostler and hostler helper will each have a fixed starting time and starting time will not be changed without forty-eight hours' notice.

Rule 25(e) Revised

As conditions may justify, the management will bulletin other permanent or temporary positions of terminal hostler and hostler helper in addition to the positions listed above.

Rule 25(f) Revised

1. At Fairbanks the terminal hostlers (if promoted qualified engineers) may be used to fill an engineer's vacancy when no extra men are available.
2. Terminal hostlers will be used to protect engineers' and firemen's vacancies before the use of hog book men, which includes the use of terminal hostlers on their layover days.
3. When a vacancy exists, the senior terminal hostler will be called. He may be aggregated in any manner necessary to exhaust his hours of service. If the senior terminal hostler cannot

be used for any reason, then the junior terminal hostler must be called.

4. Vacancies created in the roundhouse by using terminal hostlers in road or yard service must be protected whenever a hostler's regular time of duty is vacant for any reason. Vacancies will be filled first by extra board engineer if available, second by the assigned hostler, and if not available or cannot be used account hours of service exhausted, vacancy will be filled by employee registered in log book in accordance with Rule 9(c)-13.

5. Hours of service apply to a hostler who is working any job or protecting a vacancy, including yard or road service.

6. Men who are not used in their rightful turn as outlined in the foregoing will be paid in accordance with Rule 9(d) "Run-rounds."

Rule 26(g) Revised

Assigned terminal hostler and hostler helper used in road service when extra men are not available will be paid mileage and overtime at their respective rates, and in any event will be paid not less than they would have earned on their assignment. Hostlers used on rest days in yard or road service will be paid in accordance with Rule 3(d).

Rule 26(h)

Eight (8) hours or less will constitute a day's work.

Rule 26(i) Revised

Regularly assigned terminal hostlers, hostler helpers and engine watchmen who are ready for service the entire week and do not lay off of

their own accord will be paid not less than the weekly minimum as provided in sections (a) and (c) of this rule.

Rule 25(i) Revised

Terminal hostlers and hostler helpers must be qualified by Road Foreman of Engines/Trainmaster.

Rule 25(k) Revised

Terminal hostlers and hostler helpers will be bulletined as required by this agreement, and will be assigned from the fireman's seniority list and will be regarded as fireman positions for the purpose of force assignments under Rule 11(k).

Rule 25(l) Revised

Terminal hostlers, hostler helpers and engine watchmen will be allowed twenty (20) minutes for lunch as near the middle of the shift as possible without deducting therefor.

Rule 25(m) Revised

Hostlers will do rounchouse and snop switching only. Hostlers will switch powerhouse coal if there is no yard engine on duty.

Rule 25(n) Revised

Where the word "hostler" is used in this rule, it will also apply to terminal hostlers.

Rule 25(o) Revised

Officials or employees other than terminal hostlers or hostler helpers will not be used in assigned terminal hostler or hostler helper jobs when extra men are available.

Rule 26(p)

Engine watchman assignments will be for six (6) days and will be guaranteed forty-eight (48) times the applicable straight time rate each week. Time so lost will be deducted at the rate of eight (8) times the applicable rate for each day so lost.

Rule 26(q) Revised

Engine watchmen will be employed or assigned only on connection with work, snow, or wrecker service, and will be paid the firemen's rate applicable for the service so assigned. Engine watchmen used at line points in connection with work other than work, snow, or wrecker service will be paid hostler's rate for the day or days such work is performed in lieu of engine watchman's rate.

Rule 26(r) Revised

Engine watchmen will be furnished from the fireman's seniority lists, and will not be required to handle locomotives or other self-propelled equipment.

Rule 26(s) Revised

Unassigned or extra men used as hostler, or combination of yard and hostling service, shall be paid time and one-half for the second call in twenty-four hours as the 24-hour period is defined in Rule 25(b).

Rule 26(t)

Firemen forced on hostler or hostler helper jobs subsequent to the time they have worked six (6) months or more as a hostler or hostler helper will not have such excess time deducted

from the nine hundred (900) days required for promotion.

Rule 27 Doubling Hills

When trainmen and enginemen are required to double hills or run for fuel or water, actual miles run, including doubling mileage, will be the mileage of the trip. Example: Crew called at "S" for 10:00 a.m. Depart at 10:20 a.m. Runs "S" to "A" doubling Woodrow to Divide and Hunter to Grandview, doubling mileage twenty (20) miles. Arrive "A" 7:45 p.m. Tie-up 8:00 p.m. Allowance - 114 miles and 20 miles doubling, 15 minutes final terminal delay. Total allowance - 137 miles.

Rule 28(a) Seniority and Promotion

Brakemen and firemen will rank on the seniority lists as of the date they pass the required physical examination given by local railroad doctors and are placed on the respective working lists, or start their student trips, as the situation may require. Brakemen and firemen hired on a temporary appointment will not retain this date unless certified later by the Civil Service Commission while they are still in service. Conductors and engineers will pass the required examination for promotion to such positions. Trainmen and enginemen, except as otherwise provided, will have choice of runs or jobs in the respective classes or grades of service to which their seniority in service entitles them.

Temporary uses of brakemen as conductors or firemen or engineers does not constitute a promotion. In case two (2) or more men are examined for promotion on the same day, seniority in service as brakeman or fireman, as the case may be, will govern relative standing. If, on account of sickness or other causes beyond his

control, a man is unable to present himself for examination in regular turn, it will not affect the record date of his promotion. In cases where it becomes necessary to use unpromoted men for conductors, men who have been in the service of The Alaska Railroad for a period of one (1) year will be used, and such men used in their proper turn at the time of call on the respective extra boards. Men will have thirty (30) days to complete examinations from date of notification.

Men who may have retreat rights from other crafts or seniority list will, in exercising these rights, be required to pass the prescribed physical examination and the written examination on the operating rules of the Transportation Branch and will be given a seniority date as of the day they mark up for work exercising such retreat rights.

Rule 28(b) Revised - Baggageemen

Baggageemen's assignment between Anchorage and Fairbanks will be filled by trainmen qualified as train baggageemen who have three (3) or more years of service as trainmen on The Alaska Railroad.

Vacancies on baggageemen positions between Anchorage and Fairbanks will be protected from Conductors' Extra Board. Should no extra board conductors be available or rested, the oldest rested brakeman on brakemen's extra board will be called regardless of his position on the board at time of call.

Baggageemen called for the Anchorage-Portage-Whittier shuttle will be called from the brakemen's extra board and bids for Anchorage-Whittier baggageemen will be accepted from any trainman qualified for baggageemen service, and assignments made accordingly.

Rule 28(c) Students - Limitation

Student brakemen and firemen who have not had previous experience will be required to submit themselves to the Railroad's training program for a sufficient number of days or trips as will qualify them to meet the minimum requirements of the class of service for which they have been employed.

Rule 28(d) Protected Employees - Firemen

Firemen remaining in continuous employment on seniority listing dated January 1, 1964, shall be protected employees and shall not be separated because of any change in manning requirements of crew consist.

Rule 28(e) Ninety Day Limitation on Students

Inexperienced men who are hired as brakemen or firemen will not acquire permanent seniority until they have been in the service ninety (90) actual days of work, and if at that time their services are satisfactory and they have been recommended by three (3) conductors or engineers, as the case may be, with whom they have worked for the major portion of that period, they will be given seniority from the date of their appointment as brakeman or fireman. Inexperienced men may be removed from service within the ninety (90) actual days worked without investigation.

Rule 28(f)-1 Promoting and Hiring of  
Engineers

Promotion to engineer will be offered firemen who have been in the service of The Alaska Railroad as such for a period of four (4) consecutive years in the order of their seniority. When there are no firemen in the service of The

Rule 28(f)-2 Promoting and Hiring of  
Conductors

Promotion to conductor will be offered brakemen who have been in the service of The Alaska Railroad as such for a period of three (3) consecutive years, in the order of their seniority. When there are no brakemen in the service of The Alaska Railroad with the required service, service on other railroads may be combined with service on The Alaska Railroad to meet the three-year requirement of this rule; but men qualified by the combination of service will not be promoted unless there is an actual shortage of qualified men. When there are no brakemen in the service of this Railroad with the required experience for promotion, conductors with not less than two (2) years experience as such on a common carrier railroad operated under standard train rules may be hired and when so hired will be given date as brakeman, as per sections (a) or (i) of this rule, and as conductor as of the day they qualify as such. It is understood and agreed that men qualifying under the combination of services on this Railroad and other common carrier railroads, as outlined above, will not be promoted unless there is an actual shortage of qualified men.

Alaska Railroad with the required service, service on other railroads may be combined with service on The Alaska Railroad to meet the four-year requirement of this rule; but men qualified by the combination of service will not be promoted unless there is an actual shortage of qualified men. When there are no firemen in the service of this Railroad with the required experience for promotion, engineers with not less than two (2) years' experience as such on a common carrier railroad operated under standard train rules may be hired and when so hired will be given date as fireman, as per sections (a) or (i) of this rule, and as conductor as of the day they qualify as such. It is understood and agreed that men qualifying under the combination of services on this Railroad and other common carrier railroads, as outlined above, will not be promoted unless there is an actual shortage of qualified men.

Rule 28(c) Declining or Failing to Take Examination - Penalty

Brakemen and firemen must take promotion in accordance with Rule 28(f). Brakemen and firemen will be given thirty (30) days advanced written notice to complete a satisfactory examination(s) for promotion. Brakemen and firemen who decline, do not appear to take examination(s) or fail the examination(s) for promotion prior to the expiration date of the 30-day notice period will relinquish seniority and shall follow and be junior to the youngest brakeman or fireman on their appropriate roster as of 12:01 a.m. following the expiration date of the 30-day notice period.

Such brakemen or firemen who declined, did not appear to take examination(s), or failed examination(s) will be given a second opportunity to take and pass the examination within sixty (60) days following the expiration date of the origi-

nal thirty (30) day notice period. Brakemen and firemen completing and passing examination(s) within the sixty (60) day period designated, their seniority will be reinstated to the position previously held on the brakemen's or firemen's seniority roster. They will be given seniority date as conductor or engineer relative to their position on the brakemen's or firemen's seniority roster.

Should the individual again decline, fail to appear or fail to pass the examination(s), position on respective seniority roster will be that date established on the expiration of the original 30-day notice period.

Such brakeman or fireman will be given the opportunity to complete a satisfactory examination for promotion within ninety (90) days following the expiration date of the second examination, and each succeeding ninety (90) day interval thereafter. Brakemen and firemen completing and passing examination(s) will be given conductor's or engineer's seniority as of the date he passes examination(s) and will rank junior to the junior conductor or engineer as of that date.

Brakemen and firemen who decline, do not appear to take examination(s) or fail the examination(s) for promotion prior to the expiration date of notice period will again relinquish seniority and shall follow and be junior to the youngest brakeman or fireman on their appropriate seniority roster as of 12:01 a.m. following the expiration date of notice period.

Rule 28(h) Appointment - Conductors and Engineers

Men promoted to conductor or engineer will be given an appointment date as of the day they pass the examination, which will be their date

as conductor or engineer on the seniority list, subject to section (g) of this rule. Men promoted to conductor must be qualified baggagemen. Men hired as conductor-brakemen or engineer-fireman will be given equal seniority dates as conductor or brakeman and engineer or fireman respectively at time of appointment.

Rule 28(i) Notice in Writing

As soon as a brakeman or fireman is promoted, he will be notified in writing by a proper official of the Railroad of the date of his promotion and unless he files a written protest within sixty (60) days against such date, he cannot thereafter have it changed. When a date of promotion has been established in accordance with regulation, such dates will be posted within ten (10) days and no protest will be considered after sixty (60) days.

Rule 28(j) Schooling Prior to Examination

When a fireman is employed and placed in service as such, he will be given a first progressive examination book containing questions upon which he will be examined after one (1) year's service. After completing his first year's examination, he will be given the second progressive examination book containing questions upon which he will be examined after two (2) years in the service. After completing his second examination, he will be given a third and final examination, and upon completion of the third examination he will be given a certificate of promotion and thereafter rank on engineers' seniority list as per section 28(h).

Rule 28(k) Students

Inexperienced men hired as student brakemen or student firemen who submit themselves to the Railroad's training program as students will be

paid \$10.00 for all service performed for each calendar day of training, learning the road or yard functions of the craft.

In addition, the allowance provided in Rule 53(a)-1, -2, and -3 will be paid to students when working with other train crew members who are tied up and are paid the allowances provided in Rule 53(a).

Rule 28(i) System Rights

System rights on The Alaska Railroad will prevail.

Rule 29(a) Discipline and Investigation

Trainmen and enginemen charged with offenses involving suspension or discharge will be promptly advised in writing of the nature of such offense, and no trainman or engineman will be discharged, suspended, or given record suspension without a full hearing by the Superintendent of Transportation, Trainmaster, Superintendent of Motive Power, Road Foreman of Engines, or an officer superior if desired by the Railroad, at which hearing all parties interested and employee witnesses will be notified to be present, and at which any trainman or engineman under investigation may be represented by an employee of his choice and both will be permitted to be present and offer evidence and to hear all evidence submitted at hearing and to interrogate witnesses if desired. Decision to be rendered in writing within fifteen (15) days.

If the trainman or engineman is not satisfied with the decision, he or his representative will have the right to appeal to the next higher officer designated by the General Manager. If found blameless, he will be immediately reinstated and will be allowed the time lost, with

minimum of eight (8) hours or one hundred (100) miles for each calendar day. If, on appeal, a decision is not made within thirty (30) days from date of appeal, the employee concerned, or his representative, may appeal to the next higher officer designated by the Railroad to handle such matters. Trainmen and enginemen who are entitled to rest will not be disturbed by call for purpose of attending a hearing until the expiration of time specified for rest, except in case of necessity. A transcript of the evidence will be taken at the hearing and a true copy will be furnished the accused or his representative.

Rule 29(b)-i Revised - Investigations,  
Reexaminations of Operating Rules and Physical  
Examinations

Trainmen and enginemen required to qualify, requalify, attend investigations, classes of instructions, examinations, or report for physical examination in order to meet the requirements of the carrier, will be paid on the following basis: actual time lost, but in no case less than time lost had employee followed his turn, and in addition, any coachheading and legitimate expense as provided for by Government Travel Regulations, except that in all cases a fireman or brakeman qualifying or taking examinations for promotion to engineer or conductor will do such qualifying and take such examinations at his own time and at no expense to the management. This will include any coachheading necessary for promotion. If by mutual agreement between employee and designated representative of the carrier, employee (when required to requalify on Operating Rules and Special Instructions or report for physical examination in order to meet the requirements of the carrier) reports on layover or off day to complete required examinations, will be compensated with a basic day (100 miles) or eight (8) hours or

the rate of class of service assigned, Rule 3(d) will not apply. Examinations for promotions will be conducted at employee's home terminal.

EXCEPTION: Brakemen and firemen participating in a formalized accelerated training program for promotion to conductor and engineer will be paid under the provisions of the accelerated training program which supersedes provisions of Rule 29(b)-i.

Rule 29(b)-2 Revised (Reference Supplement No. 33)

In compliance with Code of Federal Regulations Title 49, Part 217.3, trainmen and engineers must be conversant with Operating Rules and Special Instructions in order to meet the requirements of the Railroad, and will be required to pass a biennial written and oral reexamination to remain in train or engine service. Employees furloughed on LWOP or extended absences during which changes in Operating Rules and/or Special Instructions were initiated, the employee, prior to returning to duty, will be subject to an oral reexamination. Impromptu oral examinations may be given at any time to insure the employee has knowledge of, and is conversant with current Operating Rules and Special Instructions as prescribed by General Rule A. Failure to pass oral examination will result in effecting notice of biennial and oral reexamination of Operating Rules and Special Instructions consistent with the provision applicable to routine biennial reexamination.

Employees will be afforded thirty (30) days' advanced written notice of the date of biennial reexamination. Employees failing to pass the required examination on the first attempt will be given a second opportunity to demonstrate their ability to pass reexamination. The examination will be taken not less than sixty

(60) days after notice of failure to pass the first examination. Failure to pass the first examination shall result in restricting the exercise of employee's seniority during this 60-day interim period as follows:

Promoted conductors and/or engineers will be permitted to exercise seniority as conductor and/or engineer in yard and/or hostling services only. Conductors and engineers so restricted must exercise seniority as conductor or engineer on yard and/or hostling positions when vacancies for these positions are bulletined. Conductors and engineers so restricted will be permitted to exercise seniority as brakeman/baggage man or fireman/hostler/hostler-helper only when outbid or displaced as conductor or engineer and when further exercise of conductor's or engineer's seniority is not possible because no vacancy for such positions bulletined nor no junior man assigned as yard conductor, yard engineer, or engineer hostler.

In the event promoted trainman or engineman is occupying a brakeman/baggage man or fireman/hostler/hostler-helper position when restriction of conductor's or engineer's seniority is effective, the exercise of conductor's or engineer's seniority by bid, or bump if displayed, must be effected at the first opportunity. If notice of such exercise of conductor's or engineer's seniority is not received by Crew Dispatcher prior to bulletin closing time or when exercising seniority after having been displaced, conductor and engineer so restricted will be force assigned to responsive positions if no bids are received from senior conductor or engineer, and/or will be required to displace junior man occupying yard conductor, or yard engineer positions.

Brakemen and firemen will be restricted to yard and hostling assignments.

The employee's failure to pass a satisfactory written and oral examination on the second attempt shall constitute failing to meet the requirements of the Railroad and adverse action proceedings will be initiated promptly to effect reassignment to more suitable employment for which the employee qualifies, or removal.

Rule 29(c) Appeal of Adverse Action

It is understood that discharge, suspension for more than thirty (30) days, furlough for thirty (30) days or more, or reduction in rank or compensation, all defined as adverse actions in applicable regulations of the Civil Service Commission, must be processed in accordance with regulations of the United States Civil Service Commission applicable thereto. Such actions are of a disciplinary nature and may also be processed, at the option of the employee concerned, by appealing directly to the General Manager prior to appealing to the Civil Service Commission. However, if an appeal is made to the Civil Service Commission prior to appealing to the General Manager, the right to appeal to the General Manager is lost.

If the first appeal is to the General Manager, an appeal cannot be made to the Civil Service Commission until after a decision is made by the General Manager, unless no decision is made by the General Manager within sixty (60) days from date of appeal, after which time the appeal to the General Manager may be terminated by appealing to the Civil Service Commission. An appeal to the General Manager should be directed to him at The Alaska Railroad, Room 306, General Office Building, P. O. Box 7-2111, Anchorage, Alaska, 99510. It must (a) be in writing, (b) give the basis for appeal, (c) state whether a hearing is desired in connection with the appeal, and (d) be submitted no later than ten (10) days after the effective date of removal.

Any employee grievance which does not result from an adverse action under regulations of the Civil Service Commission shall be handled under the rules of this agreement.

Rule 30(a) Grievances

No grievance will be considered unless presented in accordance with Section 10 of the Basic Labor Agreement between The Alaska Railroad and Brotherhood of Railroad Trainmen and Brotherhood of Locomotive Firemen and Engineers of February 20, 1961, and/or in accordance with Civil Service regulations.

Rule 30(b) Discharge and Return to Duty

Trainmen and engineers who are discharged may be reemployed as new hires, or may be reinstated with former rights, at any time, except as prohibited by Civil Service regulations.

Rule 30(c) Reemployment - Voluntary Resignation

A man who voluntarily leaves the service of the Railroad and is reemployed will rank as a new man, except as prohibited by Civil Service regulations, including regulations governing retention roster requirements.

Rule 31 Attending Court

Attending court and jury duty will be governed by the "Act of June 1940" and all rules pertaining thereto.

Rule 32(a) Pass Transportation

Trainmen and engineers whose seniority in service is two (2) years or greater will be granted annual transportation for themselves and fami-

lies over entire system. Those of less seniority will be given trip passes for themselves and families upon request.

Rule 32(b) Pass Privileges

Trainmen and enginemen who have been in the service of the Railroad two (2) consecutive years will be granted an annual pass over the entire system, and after five (5) years' consecutive service will be allowed the privilege of securing through their superintendent such free transportation or reduced rates for themselves and dependent members of their families over steamship lines and over any other railroad in the United States that the management is able to secure, or is permitted to obtain by law.

Rule 33(a) Leave of Absence

Except in case of sickness or disability, leave of absence exceeding six (6) months will not be granted, except that, by mutual consent of the management and authorized representative of the man, a longer leave of absence may be granted.

Rule 33(b) Leave of Absence - Committeemen

Leave of absence will be granted local and general committeemen when on business in connection with their organizations, and such leave will not be charged against personal record of employees. Employees representing the organization as committeemen will be provided with annual transportation over the system for themselves and dependent members of their families.

Rule 34 Assigned to Other Service

In case a trainmen or engineman is assigned to a position other than in train or engine service, or is employed by his respective organiza-

tion, his seniority rights as trainmen or enginemen will not be impaired by reason of such assignment or employment, and his rank on the seniority list will be such as he would have gained had he been continuously employed in train or engine service.

Rule 35(a) Time Slips and Time Allowances

Conductors and engineers will report time of their brakemen and firemen with their own and when time is not allowed as per time slips, each member of the crew will be notified promptly reasons for disallowances and whatever allowances, if any, has been made. If no notice of disallowance is given, time as reported on time slips will be allowed.

Rejected time slips should show date rejected and rule number under which rejected. Time slips submitted by trainmen and enginemen not specifying rule under which time is claimed will be returned for proper submission. Rejected time slips must be returned within thirty (30) days of date received.

Rule 35(b) Mileage Allowance

Mileage allowance will be computed on Time Table distances. Fractions of miles less than .5 will be dropped and .5 or over added.

Rule 35(c) Notification of Deduction

When deductions are made from trainmen and enginemen's pay, they will be given a statement in writing. A slip clipped from a copy of the payroll will meet the requirements of this rule.

Rule 35(d) Claims

For all established shortages, or on claims

adjusted by the committee that amount to ten dollars (\$10.00) or over, time vouchers will be issued upon request. Sums of less than ten dollars (\$10.00) will be carried on the next succeeding payroll.

When time claims are settled between superintendent and committee, the superintendent will notify man or men to whom payments are to be made stating amounts and reasons for allowances and whether it is paid by voucher or being carried on next regular payroll, sending copy of each notification to the General Chairman.

Rule 36 Trainmen and Enginemen Leaving Service

Trainmen and enginemen leaving the service will be paid at the earliest practical time in full, less the authorized deductions which may be found against their pay.

Rule 37 Bond Premiums

Trainmen and enginemen will not be required to pay the premium on bonds except as may be required by law.

Rule 38 Electric or Motor Service

Where steam power is supplanted by electric or motor service, the rules and rates contained herein will apply.

Rule 39 Meals on Duty

Time of trainmen and enginemen will not be discounted for time required to get meals on duty.

Work or road crews will be permitted to eat within four and one-half (4-1/2) to six (6) hours from time on duty or from last meal, pro-

vided they are within reasonable proximity of regular eating places, except that crews in turnaround service may eat once while on duty. Management may designate whether the crew will eat on the northbound or southbound trip.

Rule 40(a) Layoff and Reporting for Duty

Trainmen and enginemen desiring to lay off must give ample notice in advance of call.

Rule 40(b) Outside Points

Men laying off and who are located at points on the Railroad will not be recalled for service except in emergency and then only after all available men have been used. Men who are laying off on account of sickness will not be recalled until released by doctor.

Rule 41 Loss or Damage to Equipment

Trainmen and enginemen will not be obliged to pay fines for loss or damage to equipment.

Rule 43(a) Coupling and Uncoupling Air Hoses

It will not be the duty of trainmen and enginemen to couple air hoses, steam hoses, or test air at terminals where carmen are employed and on duty.

Yardmen required to couple air hose in yards where carmen are employed and on duty will be allowed one (1) hour in addition to their regular earnings without deduction for the day or shift. Coupling of air between engine and first cars, doubling over and coupling crossings will not constitute penalty payments under this rule.

Yard crews assigned for service at Whittier for service between Whittier and Portage in accord

with Rule 25(h) will be allowed payment for coupling air hose at Portage, when required, as provided in Rule 43.

Yard crews assigned for service at Healy will be allowed payment for coupling air hose at Healy Yard, when required, as provided in Rule 43.

Rule 43(b) Power Vans

Tram crews, when instructed by message, will be required to plug and unplug electric cables, servicing power vans, at fixed locations. When crews are so required, they will receive one hour, at the prevailing rate, in addition to all other earnings and allowances for the day or trip. This rule is applicable to road crews only, and the crew must be instructed by message to perform this service. No discipline will result from any mistake made by crew member, in the plugging or unplugging of these cables, which might result in loss of loading due to spoilage.

Rule 44(a) Handling of Caboose

The following will be observed to its fullest possible extent; there will be a caboose track at all terminals. Caboose will be taken off trains and put on caboose tracks immediately on arrival. Switching with cabooses is prohibited. Where yard crews are on duty, cabooses will not be taken from caboose track and put in the train until two (2) hours before leaving time of train. In work train service, where work trains are double-shifted and cabooses are not available, the management may, if it seems it necessary, provide outfit cars for crews that are off duty in order that one caboose may suffice for both the day and night crews of a work train.

Carmen will be required to clean and service all pool cabooses.

Rule 44(b) Seats on Engines

Comfortable seats will be provided on all freight engines for firemen and head brakemen.

Rule 44(c) Double Loads and Draw Bars

It will not be the duty of trainmen and enginemen to chain double loads or to load draw bars.

Rule 45 Schedules

All trainmen and enginemen will be furnished with a copy of the schedule and supplements thereto.

Rule 46 Train Boxes and Supplies

At terminals where supplies are available, trainmen will not be required to place supplies, except stationery, on cabooses, but are not relieved from knowing that proper equipment and supplies are on cabooses before departing from terminals. The carrier agrees to furnish a warm caboose during the period of October 1 through April 1.

Rule 47 Handling Side Doors, Aprons, etc.

It will not be the duty of trainmen and enginemen to handle cables, side boards, side doors, or aprons, screwers, or to operate dump cars, weed burners, or rail loaders.

Rule 48 Officers Will Not Do Trainmen's Work

General or local officials will not perform the duties of conductors and brakemen in switching or moving trains over main line. When such service is required, a train crew will be called.

Rule 49 Arbitrary - Copy Train Orders

At station or telephone booth or by radio where operators are not assigned, or co-operators are not available, a member of a crew required to copy train orders will be allowed two dollars (\$2.00) in addition to all other earnings on the day or trip, regardless of the number of orders or places where same are copied. Engineers will copy train orders when it is not convenient for the conductor to deliver order to engineer. When engineer and conductor are both required to copy train orders, they will both receive payment.

Rule 50 Watching Engines

When so instructed, enginemen will be allowed time for watching engines when tied up at points where no watchman or hostler is employed. Both the engineer and fireman will not be paid for the same time.

Rule 51 Application Approval

The applications of trainmen and enginemen entering the service will be approved or rejected within ninety (90) days. When applicant is not notified to the contrary within the time stated, it will be understood that application is approved; but this article will not operate to prevent the removal from such service of applicant if subsequent to the expiration of ninety (90) days, it is found that the information given by him in his application was false.

Rule 52 Emergency Defined

The word "emergency" as referred to in this agreement is held to mean wrecks, slides, wash-outs, or other unforeseen occurrences that could not have been prevented or avoided. The word

"emergency" will not be construed as a convenience to work crews or men beyond twelve (12) hours in order to avoid using other available men or crews.

Rule 53(a) Meal and Lodging Allowance

Road crews (all classes of services) tied up at other than designated home terminal for four (4) hours or more (when meals and lodging are not provided by the Railroad) each member of the crew so tied up shall be furnished or reimbursed for meals and lodging as follows:

1. At terminals (Seward, Anchorage, Hoaly, Fairbanks), single room will be provided, reimbursement will be made upon presentation of a receipted bill from designated hostelry.

2. At intermediate tie-up points, the Railroad will provide sanitary and comfortable sleeping quarters, single rooms, when commercial facilities are not available.

3. Road crews so tied up (or on release four (4) hours or more) shall receive a meal allowance comparable to charge made by the Railroad for a meal at Railroad operated mess. An additional meal allowance will be provided after being held an additional eight (8) hours.

4. Men called from the Extra Board or used in the capacity of an extra man to fill vacancies at outlying points (30 miles or more from the terminal limits of the location where the extra list from which called is maintained) when held at the outlying point for more than one tour of duty will be entitled to meal and lodging allowances.

5. The payment of meal and lodging shall be a recurring allowance applicable to each twenty-four hour period.

MEMORANDUM OF UNDERSTANDING  
Between  
THE ALASKA RAILROAD  
And  
UNITED TRANSPORTATION UNION

The parties signatory hereto have met and mutually agreed on the following in a joint cooperative effort to improve and enhance the efficiency of the Service in respect to snow service crews.

It is hereby agreed as follows:

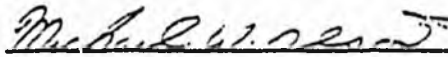
In the absence of Curry, snow service crews may be tied up at Talkeetna and, when commercial facilities are utilized, the Carrier will provide for lodging. Single rooms will be provided in accordance with Rule 53(e).

Preference will be given to acquiring accommodations at the Talkeetna Inn, if available.

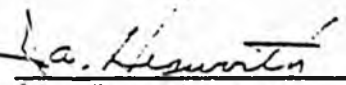
Differences or disputes regarding the application or interpretation of this document will be resolved through joint discussion and consultation between the parties. It is further understood that this Memorandum of Understanding may be cancelled upon thirty (30) calendar days written notice by either party.

FOR THE ORGANIZATION:

FOR THE ALASKA RAILROAD:



Michael W. Olson  
United Transportation Union



J. A. Hepworth  
Acting Supt. of Transportation

Feb 23, 1982  
Date