


MEMORANDUM OF AGREEMENT
Between The
BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND
TRAINMEN
And The
BURLINGTON NORTHERN AND SANTA FE RAILWAY
COMPANY

1. The active boards at Needles, CA., Winslow, AZ. and Belen, NM., will be updated every four (4) hours for the next sixteen (16) hours.
2. Engineers placed on duty in this service before the expiration of eight (8) hours on the active board will receive a basic day's pay.
3. Engineers will not have their position on the active board changed.
4. The active board will not be re-adjusted by the Carrier at any time.
5. Engineers, who are placed on the active board to deadhead, will not be changed to work. Engineers, who are placed on the active board to work, will not be changed to deadhead.
6. Away from home terminal engineers may be designated as deadheads and may depart the away from home terminal when designated by the Planners or Chief Dispatcher as designated to deadhead. Home terminal engineers, placed on the active board to deadhead, must deadhead in turn.
7. Engineers called for Interdivisional service from the active board, shall be allowed one (1) trip rate and will work or deadhead terminal to terminal only.
8. Calling ratio will not exceed 5 to 1 except on the recognized holidays, New Years day, Thanksgiving, day after Thanksgiving, Christmas Eve, Christmas Day and New Years Eve. On these recognized holidays the calling ratio will not exceed 1 to 1.
9. This agreement is subject to automatic cancellation by, the service of a fifteen (15) day notice, either party to this agreement upon the other. The parties intend, as provided under Section 1, to maintain a sufficient amount of engineers on the active board, which will allow those going on the active board a sufficient amount of time to be adequately rested to perform service. Therefore, should one party serve a cancellation notice pursuant to this Section, it is agreed that the party serving such Notice must provide sufficient reason for the service of said Notice and that the parties will meet during the 15-day period in a sincere effort to resolve the issue(s) leading to the cancellation notice being served.


10. Except as provided herein, all rules, practices and understandings remain in effect.

Signed at Ft. Worth, Texas this 28th day of September, 2005 and effective the 10th day of October, 2005.

Approved:


General Director Labor Relations

Approved:


General Chairman

Question and Answers for Active board

Q. What does it mean, Activate every four (4) hours?

A. Activations will take place at 4am, 8am, 12 noon, 4pm, 8pm and 12 midnight CDT.

Q. What does it mean for the next sixteen (16) hours?

A. In addition to those engineers already on the active board, the planners will activate a sufficient amount of engineers to cover the next sixteen (16) hour period.

Q. How will the amount of engineers added to the active board be determined?

A. By train lineup.

Q. If at 4 am, there is a sufficient amount of engineers to cover until 4 pm, how many Engineers will be added to the active board at 0400?

A. A sufficient amount to cover until 8 pm only.

Q. Can the Carrier place more engineers on the active board to cover past 8 pm?

A. NO, this would be beyond the allowed sixteen (16) hour period.

Q. What if the lineup falls down?

A. On the next activation, the Carrier will only place a sufficient amount of engineers on the active board to keep from going over the sixteen (16) hour period.

Q. How much time is the Carrier allowed to activate the board?

A. The Carrier is allowed thirty minutes before and thirty minutes after the activation time to activate.

Q. Can the Carrier activate at 0431 for the 0400 activation?

A. NO.

Q. Can the Carrier activate at 0329 for the 0400 activation?

A. NO.

Q. Can the Carrier re-adjust the active board at any time?

A. NO, unless an engineer lays off the active board. If the engineer laying off the active board is a home terminal engineer, only a home terminal engineer can be moved to that slot. If it is an away from home terminal engineer, it must be an away from home terminal engineer that fills that slot.

Q. When an away from home terminal engineer is placed on the active board to deadhead, when can that engineer go home?

A. At any time.

Q. When an away from home terminal engineer is placed to the active board to deadhead and has found his own way home, what times will that engineer use for pay purposes and board placement?

A. That engineer will use the times of the engineer who followed him on the away from home terminal board. Crew management will use the same times for board placement.

Example: active board at Needles stands:

Needles engineer Guffey

DH - Winslow

DH - Winslow

Needles engineer Harper

Both Winslow deadhead engineers will use engineer Harper's call time at Needles and tie-up time at Winslow for pay and board placement. Crew management will not place these two engineers back to the working board until engineer Harper has arrived at Winslow. No exceptions.

Q. Can that engineer use the times of the train he has ridden?

A. No, unless that train is the train he stood to deadhead on.

Q. At the home terminal, an engineer is placed on the active board to deadhead to the away from home terminal, can that engineer be called around other home terminal engineers to deadhead?

A. No, he must be called at the home terminal in the proper order.

Q. Can Crew management call the home terminal deadheads for one time and show them on duty for another time in order to deadhead on certain trains or to deadhead in the taxi?

A. NO.