

## Vacation Qualification

Q: How do I qualify for vacation?

A: Qualifying for a vacation requires 240 inflated days. That is the equivalent of 150 qualifying days in Yard service (150x1.6=240) or 180 qualifying days in Road service (180\*1.3=240). In yard service you multiply each basic day by 1.6 and in road service you multiple each basic day by 1.3 to calculate your

*1996 National Agreement Article V Section 2 increased the minimum number of basic days in miles or hours paid for, as provided in individual schedules, was increased by 50% from the current minimum in former agreements. This created the 150 yard days or 180 road days to qualify for vacation. The multiplying factors were also set at 1.6 for yard service and 1.3 for road*

Q: I worked 12 hours on a yard job. Is that considered one day for vacation qualification?

A: No. It would be considered as 1.5 days Ex:  $1.5 * 1.6 = 2.4$  inflated days

Q: The pool I work is a 260 mile run. Is that considered one basic day for vacation qualification?

A: No. It would be considered 2 basic days. Ex:  $260 / 130 = 2 * 1.3 = 2.6$  inflated days

From the 1949 agreement:

*during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to one hundred sixty (160) basic days in miles or hours paid for, as provided in individual schedules.*

Q: At what intervals do I get additional vacation?

Vacation Days					
<b><u>Yard Service</u></b>	1	7	160	150	
	2	14	320	150	
	8	21	1280	150	
	17	28	2720	150	
	25+	42	4000	150	
<b><u>Road Service</u></b>	1	7	160	180	
	2	14	320	180	
	8	21	1280	180	
	17	28	2720	180	
	25+	42	4000	180	
<p><b>**If combination Yard/Road service – all yard days use 1/6 inflation factor and all road days use 1.335 inflation factor with the combination of the two needing to total 240 (inflated) days. (Per 1996 National Agreement)</b></p>					



Q:	My anniversary date will be in the middle of the year and I will then qualify for an extra week of vacation. When will I get that week?
A:	<i>You will be able to schedule your additional week at any time during the anniversary year. So, You will be able to schedule the additional week while you are scheduling your vacation during the scheduling</i>
	<b><u>1996 National Agreement Article V Section 2(d):</u></b>
	<i>During a calendar year in which an employee's vacation entitlement will increase on the date, such employee shall be permitted to schedule the additional vacation time to which on the anniversary date at any time during that</i>
	<i>calendar year.</i>
Q:	<i>Do Vacation days count toward next year's vacation qualification?</i>
A:	<i>No</i>
Q:	<i>Do PLDs count toward next year's vacation qualification?</i>
A:	<i>No</i>
<b>Vacation Periods or "SPLITS"</b>	
Q:	How many "splits" or vacation periods do we get?
A:	The 1996 the National Agreement provides for two "splits" in an annual vacation in any calendar year. This means you are allowed three vacation periods or "splits"
	Article V Section 2(e)
	<i>(e) An employee may make up to two splits in his annual vacation in any calendar year.</i>
Q:	Are the "splits" or vacation periods supposed to be filled by seniority order?
A:	The "splits" or vacation periods are filled according to the agreement language from the involved region.

Q:	How are the "splits" or vacation periods filled on the eastern western lines?
A:	<p>In short, vacations will be filled in seniority order one split at a time. This means once the first split or vacation period has been filled in seniority order, you can now move to the second split or vacation period and begin filling it in seniority order. Same would apply for the third vacation period created by the second split.</p> <p>The Eastern Western lines agreement states in appendix 22:</p> <p><i>In applying the principle set forth above, consideration will be given to only one period of the split vacation in assigning vacations in any class of service. An employee requesting a split vacation will designate which period he desires considered in accordance with the above. After all employees of a particular class have been assigned one vacation period, in accordance with the above-quoted principle, the remaining split vacation period will be assigned to available unassigned periods with due regard to the employee in his seniority order in the class of service in which engaged, consistent with requirements of the service.</i></p>
Q:	How are the "splits" or vacation periods filled on the Northern/Southern lines?
A:	Vacations on the N/S are filled in the same manner as the E/W lines.
Q:	How are the "splits" or vacation periods filled on the Coast lines?
A:	<p>The short answer would be that the senior engineer will be given preferred choice for each period requested.</p> <p>Vacations on the Coast lines are filled in accordance with appendix 24 of the core schedule. The pertinent language for filling vacation splits or vacation periods is:</p> <p><i>In the assignment of vacations for engineers and conductors, when those entitled to three or four weeks' vacation request a split, the senior man will be given preferred choice for each period requested. For firemen, trainmen and yardmen, when split vacations are requested, the individual must indicate which of the two periods of the split vacation is his preferred choice and the senior man will be given first choice only on the preferred period. After all assignments are made for the preferred choice, then the senior man will be given preference for his second choice of the periods remaining open.</i></p>

<b>Floating Vacation</b>	
Q:	How many weeks of vacation can an engineer float?
A:	Engineers can float up to 2 weeks of their vacation. In 1990 (Article 13) we negotiated for the first week of floating vacation. The second week of vacation float comes from Article 3(b) of the 2009 agreement. The second week of float vacation will be approved in the same manner as the first week of floating vacation.
Q:	If I am working as a conductor can I use my floating vacation?
A:	1990 Article 13(b) An engineer may float his vacation under the above provisions only if he is working as an engineer when request for float is made.

<b>Vacation Roster</b>	
Q:	How do I determine how many vacation roster slots I should have?
A:	The vacation roster is determined by the language in section 9 of the "Flowback" agreement. The number of "slots" on your vacation roster is determined by the number of engineer jobs working in your jurisdiction on October 1. For example, if you have two pools holding 50 engineers each and one yard engineer on October 1, you will have 101 vacation "slots" on your vacation roster.
Q:	How are engineers placed to my vacation roster?
A:	The manner the vacation roster is filled is driven by section 9.2 of the "Flowback" agreement. The vacation roster should be filled by the senior engineers regardless of the craft they are working in.  <i>9.2 The assignment of engineer vacations "slots," driven by the October 1 date, shall be assigned to the senior engineers regardless of the craft the senior engineers are working in, i.e. ground or engine service, in accordance with existing vacation agreement provisions.</i>
Q:	There are two vacation rosters on my seniority district. One at my terminal and one at another terminal. Do all of the engineers at my location go on my vacation roster in seniority order even if they are junior to engineers that cannot hold the vacation roster at the other location?

A:

No. Vacation scheduling is applicable to the location **AND** the seniority roster. If an engineer at the other location is more senior to an engineer on your vacation roster, the junior engineer should fall out of the roster and the more senior engineer added to your roster. Vacations rosters should be filled by the senior engineers at the location **AND** the involved seniority roster.