

Articles 5-6-7 Q&A Document

Section I: Self-Supporting Pools

Q: Will there be vacancies in the pools anymore?

A: No, when the owner of a pool turn lays off, their turn will be removed from the board and the next pool turn in line will move up to that position. The pool will be self-supporting and the only time an extra board turn will be called to protect the pool is for a build-up turn.

Q: Section B. "Extra board employees will be called on a make-up turn for one round trip." After this, it doesn't specify who would fill. Does this then default to our current pilot order of supplementation?

A: Your current pilot order of supplementation would stay as it is. Locations with a pilot will use the supplementation order in the pilot instead of going to the extra board first.

Section II: Pool Regulation/Extra Boards

Q: Section D: Is this negotiation for the initial start range of a pool or monthly?

A: Section D is only for the initial negotiation on the start count for a pool. Section C explains how start counts may be modified if a location wants to adjust its start count later.

Q: Will the board change times on Monday stay the same?

A: Yes

Q: Section G: Why do we have to move the starts to the middle of the range? What's the thinking behind this?

A: Other committees have this in their agreement. The beginning says that if the average starts are within the range at all, then no change is necessary. It is only when adding or cutting that they want the middle to be the target, if possible.

Q: What is the difference between starts and miles?

A: Starts are the same as miles. Miles equal starts and starts equal miles.

Example: you regulate your 200-mile pool from 3600 to 4000 miles.

$$3600 \div 200 = 18$$

$$4000 \div 200 = 20$$

You would now be able to regulate your pool from 18 to 20 starts per month instead of 3600 to 4000 miles, and it would change nothing about your regulation.

Q. What is a start?

A. Any outbound start made in a pool (home terminal or away from home terminal), including deadheads, turnaround trips, etc., made by either a pool turn or make-up turn in a pool.

Q. Can the start counts be modified after originally agreed to?

A. Yes, by mutual agreement.

Q: Do we have to use a fifteen (15) day back check?

A: Yes, everyone will use a fifteen (15) day back check from Saturday to Saturday when counting starts. Whatever the start count was for those fifteen (15) days will be multiplied by 2 and then divided by the number of pool turns currently in the pool. If that number is within your start range, then no change is needed. If it is outside your range, then you will need to cut or add turns to get the starts back into your start range.

200 starts is your 15-day count.

$200 \times 2 = 400$, 400 is your total start count for the month.

$400 \div 18$ turns in the pool = 22.22 starts per pool turn - outside your 18 to 20 start range from above

Add 1 turn = $400 \div 19 = 21.05$ starts per pool turn – still outside your range

Add 1 more turn = $400 \div 20 = 20$ within your start range now, LC will send a message to add 2 turns to hold at 20 turns in your pool for the board change on Monday.

Q: Does this give the weekly adjustment of the pool boards solely to the Carrier?

A: No, the Local Chairman or his/her designee will do the start counts and send their recommendations on adjustment (if any) weekly just like they do today.

Section III Permanent Bid System

Q: Is this a change from the current handling of existing service?

A: No, the only jobs currently that get advertised are new jobs.

Q: Section B (1): What constitutes a mileage-based assigned service? Isn't everything start-based now?

A: The pools will be start-based, and assigned road service will still be mileage based.

Q: Section B (1): Is this "assigned" in agreement terms or "assigned" by Hi-Viz definition?

A: Agreement terms. Hi-Viz is a policy that cannot be referenced in our agreement language.

Q: Do Engineers have to have a permanent bid sheet on file?

A: No, but if the engineer gets bumped and has no bids on file then they will be forced to an open engineer position; if none, they will displace the junior engineer in the terminal or outlying location.

Q: Item D 3, If we do get rest cycles, can you bump an Engineer in the same pool to assume his/her rest cycle?

A: NO, you cannot bump from one pool turn to another within the same pool.

Q: Item D 4, Will there still be a bump when coming off vacation or other vacancies of over 7 days?

A: Yes, but it will be based on your bid sheet. You will have to have your bid sheet filled out **before** returning from your vacancy. Then, when you return, your bid sheet will be read and you will be placed on the first job on your sheet that your seniority will allow you to hold.

Q: Item D 4a, if you bump someone, do you go to the bottom of the board?

A: Yes.

Q: Item D 4c, if we have rest cycles, can an engineer go back to their turn after returning from a vacation of over 7 days?

A: Yes, but if the engineer chooses not to, you have to bump the Jr. Engineer in the pool or move to a different board.

Q: Item D 5, If we have rest cycles and the cycles are uneven, can reduce the board by cutting the uneven cycle?

A: Yes. They will cut the uneven cycle, and by doing that, the Jr. Engineer on the rest cycle needing to be cut will be cut off even if they aren't the Jr. on the board.

Q: Item G, Will we still get 30-day bumps?

A: Yes.

Section IV Held Away

Q: Section A: It states that held away will be paid until the engineer is called. Does "called" refer to the time they call you or the on-duty time?

A: No change to current handling on this. Held away will end at the time you are on duty.

Section V Away-From-Home-Meals

Q: When and how much are our away-from-home meals going to be in this agreement?

A: First meal of \$15.00 will be at 4 hours at the AFHT.
The second meal of \$15.00 will be at 12 hours at the AFHT.
The third meal of \$15.00 will be at 22 hours at the AFHT.
22 hours at the AFHT gets a total of \$45.00 in meals.

Section VI Paid Leave Handling "PRE"

Q: Did the times that all pre-scheduled/pre-approved vacations start and end change?

A: No, the 0900-start time and 0859 end time are the same as they are today. If your terminal gets a 2-hour call, you are put on vacation at 0700 so that you are not called to be on duty after 0900 when you should be on vacation. You are marked back up at 0659 so if needed you can be called to be on duty right at the end of your vacation.

Q: Will PLDs now begin at 0900 and end at 0859?

A: Yes.

Q: Can an engineer still request PLDs to start immediately?

A: Yes, if started immediately, they will end at 0859 now, the same as a floating vacation day.

Q: Since we now get PRE for our PLDs, just like our vacations, can we be called for an assignment beyond 0001 the night before our PLD starts?

A: No, PLDs will work exactly the same as floating vacation days.

Section VII Paid Sick Days

Q: Can you use more than one sick day in a row?

Yes, you can use more than one sick day in a row, but if you are only using one day, it has to be a minimum of one day. You can't use 8 hours today and then try to use 16 hours later in the year.

Q: Do sick days count against attendance?

A: No.

Q: Do sick days affect the daily allocation for PLD and VAC days?

A: No.

Q: Can an engineer use a paid sick day on the holidays listed in the TA?

A: No.

Q: Can you bank sick days and use them the next year?

A: No, if not used, they will be paid out the next year, or you can have them added to your 401K.

Vote and Tabulation:

Q: How will the final vote be tabulated?

A: There are approximately 100 BLET Divisions on BNSF, made up of 4 separate BLET GCAs. It takes a majority of those divisions (50% +1) to ratify.