Agreement Between The
Grand Trunk Western Railroad, Incorporated
And Its Yardmaster Employees Represented By The
United Transportation Union – Yardmaster Department

This Agreement is made this 12th day of December, 2002, by and between the signatory parties.

ARTICLE I – WAGES

Section 1 – First General Wage Increase

Effective January 1, 2002, all hourly, daily and monthly rates of pay in effect for Yardmaster employees shall be increased by three (3) percent. This payment shall be made within forty-five (45) days of the Carrier's receipt of advice of the ratification of this Agreement. (See Side Letter No. 5)

Section 2 – Second General Wage Increase

Effective January 1, 2003, all hourly, daily and monthly rates of pay in effect for Yardmaster employees shall be increased by three (3) percent.

Section 3 – Third General Wage Increase

Effective January 1, 2004, all hourly, daily and monthly rates of pay in effect for Yardmaster employees shall be increased by three (3) percent.

ARTICLE II – RULES

Section 1 – Seniority

Amend Article 5(f) as follows:

(f) Yardmasters who have been displaced or whose position has been abolished must exercise their seniority within seventy-two (72) hours from the time displaced or effective time of the abolishment or forfeit Yardmaster seniority. For Yardmasters off due to vacation, leave of absence, illness, etc. at the time of displacement, the seventy-two (72) hour period will commence with the notification of displacement or return to service.

Yardmasters who voluntarily relinquish their positions will be dropped from the Yardmaster Seniority Roster.

Section 2 – Assignments

Amend Article 4(e) as follows:

(e) On assignments where three (3) consecutive shifts are worked covering the twenty-four (24) period, the starting time of the first shift shall not be earlier than 0600 nor later that 0800. All other assignments may be started times in accordance with service requirements.

Section 3 - Exercise of Seniority

(a) In addition to other bidding and displacement rules, Yardmasters will be permitted to exercise seniority twice annually. Between March 1 and March 15 and October 1 and October 15 of each calendar year, Regularly Assigned Yardmasters will be permitted to exercise seniority to a Regularly Assigned Yardmaster position in their home terminal.

(b) A Pick Sheet will be posted in each terminal March 1 and October 1 each year. Yardmasters at each terminal will be required to select, in seniority order, a regular or GEB position within the Yardmaster's home terminal prior to expiration of the Picking periods, March 15 and October 15, respectively.

(c) Yardmasters will assume their selected positions on the first Monday following the close of the Pick Sheet period.

Section 4 – Discipline

Amend Article 6(a), (b) and (c) as follows:

(a) No Yardmaster will be disciplined or dismissed until the written, specific charges have been investigated. The investigation will be held within fifteen (15) calendar days of the Carrier's first knowledge of the incident on which the charge(s) is based. The decision will be rendered and the Yardmaster notified within fifteen (15) calendar days following the close of the investigation. The Yardmaster's superior officers shall conduct the investigation.

(b) A Yardmaster required to attend an investigation under charge(s) and found not guilty will be paid for the all time lost. In the case of discipline or dismissal that is found to be unjust, the Yardmaster will be exonerated, reinstated if dismissed, and paid for all time held from service.

(c) A Yardmaster under charges or investigation shall have the right to be represented by a duly accredited representative at investigations. The Yardmaster or the representative shall have the right to produce and question witnesses, hear all the evidence and examine all papers in connection with the case. A copy of the transcript of the evidence taken at the investigation will be furnished the duly accredited representative within fifteen (15) calendar days following the close of the investigation. Decision in such cases shall be subject to appeal to the higher officers of the Carrier.

Section 5 – Force Reduction Rule

(a) In the event the Carrier decides to abolish a Yardmaster position, the General Chairman shall be notified thereof by telephone (confirmed in writing) not less than five (5) calendar days prior to the effective date of abolishment. If requested by the General Chairman, the representative of the Carrier and the General Chairman shall meet for the purpose of discussing such abolishment. The request for a meeting by the General Chairman will not delay the planned abolishment.

(b) This amends Mediation Agreement, Case No. A-9288, dated February 2, 1973, between the National Carriers' Conference Committee and the Railroad Yardmasters of America.

Section 6 – Automatic Mark

Regular Yardmasters, including GEB Yardmasters who mark off for regular vacation, single day vacation or personal leave day(s) will be automatically marked up for service on the first assigned shift following their mark off period in these instances.

For purposes of this Rule, the following definitions will apply:

1. Regular vacation is a seven (7) day period consisting of five (5) work days and two (2) rest days. Automatic mark up time will be 0001 of the first day following the vacation period.

2. (a) Single day vacation or a personal leave day is defined as a twenty-four (24) hour period beginning with the call time of the shift for which the mark off was made.

(b) A Regularly Assigned Relief Yardmaster will be off a minimum of (16) hours beginning with the call time when such assignment is bulletined with short rest shift(s). In all other instances, the twenty-four (24) hour period described in paragraph (a) applies.

(c) The twenty-four (24) hour period a GEB Yardmaster will be off is defined as 0001 to 0001 the following day. In the event a GEB Yardmaster works the 2300 shift, then the off time will be from 0700 to the calling time prior to 0700 the following day, without penalty to the GEB guarantee.

This Rule will not apply to a Yardmaster marking off due to illness or injury.

Section 7 – Entry Rates

1. Qualified Yardmasters will be compensated at 100% of the existing rate of pay consistent with the provisions of this Article.

2. (a) When additional Yardmasters are required, the Carrier will advertise the number of opportunities by bulletin. Applicants for Yardmaster training will be selected by the Carrier. The duration and nature of the training will be determined by the Carrier.

(b) Employees selected for Yardmaster training who hold seniority in another craft will be compensated for each day of training at the basic daily rate of the last position held prior to beginning the training period. Unless otherwise mutually agreed between the parties, training will be limited to forty (40) hours per week and will consist of classroom and/or on-the-job training.

Note: At no time will the training rate exceed ninety (90) percent of the Yardmaster basic daily rate of pay.

c) At the successful completion of the training, the Yardmaster will be compensated at the rate of 90% of the Yardmaster rate until completion of the one-year period. At the expiration of the one year of Yardmaster service, such employee will be paid the 10% differential in the Yardmaster rate for all service performed between the commencement of the ninety (90) shifts probationary period and the one-year period.

Note 1: The "one-year period", as used in this Article, means a twelve (12) consecutive months period starting with the date such employee commences Yardmaster training.

Note 2: Chronology of events:

1. Awarded a training position
2. Begin training-paid at the basic daily rate of the prior craft.
3. Start ninety (90) shifts probationary period-paid at 90% of the Yardmaster rate.
4. Establish Yardmaster Seniority-continue 90% rate.
5. Complete the one-year period-receive 10% differential for earnings paid between steps 3 through 5.

(d) Yardmasters who do not complete the one-year period of Yardmaster service, will not be paid the 10% compensation differential. The one-year period may be extended by mutual agreement between the Superintendent and the General Chairman.

(e) This Article amends the UTU-Yardmaster, National Agreement dated June 15, 1987.

Section 8 – Guaranteed Extra Board

Amend existing GEB rule as follows:

It is hereby agreed that the Carrier may, at its discretion, establish a Yardmaster Guaranteed Extra Board(s) (GEB) within any zone subject to the provisions of this Agreement.

1. GEB positions will be advertised within five days notice for the locations involved. During the period of advertisement, the senior extra Yardmaster not working in Yardmaster service will be assigned.

2. Carrier shall regulate the GEB, additions or reductions will be made with at least twenty-four (24) hour notice to the employees affected. The General Chairman will be notified of any GEB adjustments.

3. (a) The work week of the GEB will begin on the first day of the pay period. Each GEB position will be assigned one (1) rest day per week designated by the Carrier. The rest day will be a twenty-four (24) hour period commencing with the off duty time of the last assignment worked and will remain the same each week unless changed by bulletin. Yardmasters who are assigned to the GEB will be paid a minimum of forty (40) straight time hours for such work week. A GEB Yardmaster will have the guarantee reduced by eight (8) hours straight time for each day or portion thereof in which no service is performed due to laying off for reasons other than for which no compensation is received.

(b) Such Yardmaster must be available for call during the period two (2) hours prior to the earliest starting time and one (1) hour after for each shift in their zone. Yardmasters assigned to the GEB may make arrangements with the crew caller for a longer or shorter call, but are still responsible to protect a call for service. With the exception of holidays that are worked, all compensation paid will be deducted from the guarantee. In application of this subparagraph, the time and one half holiday compensation is not deducted from the guarantee.

(c) GEB yardmaster voluntarily claiming a "temporary vacancy" will not receive any guarantee while on the "temporary vacancy" and compensation earned on the "temporary vacancy" will not be deducted for any guarantee payable prior to claiming the "temporary vacancy".

(d) Yardmasters holding a GEB position for a portion of a week will be guaranteed 1/6 of the forty (40) hours guarantee for each day available for service on the GEB.

(e) Compensated sick days for a GEB yardmaster will not be considered as a "start" in the work week. GEB Yardmasters who have sick days left will be paid a sick day up to forty (40) hours per week, including earned compensation. Earned compensation is defined as pay earned attending rules classes, depositions, investigations and other service at the request of the Carrier.

(f) GEB yardmasters who work sixteen (16) consecutive hours (two shifts) will be allowed to book up to fourteen (14) hours of undisturbed rest prior to going back on duty, without affecting their guarantee for that week.

4 Yardmasters who are added to the GEB at other than the bulletining beginning of their work week shall be entitled to the guarantee as specified in paragraph 3, above, on a pro rated basis, provided they are available the entire time they are on the extra board.

5. Positions on the GEB will be considered regular assignments and exercising seniority to and from the board shall be made under existing schedule rules. Vacancies on regular yardmaster positions that are not filled by bid will be filled by forcing the junior non prior right yardmaster not working as such in the zone. If a non prior right yardmaster is not working as such in the zone, the junior GEB yardmaster in the zone will be assigned.

6. (a) Yardmasters assigned to the Guaranteed Extra Board will be used first-in, first-out on a rotating basis. The first-out extra yardmaster shall have choice of vacancies when more that one (1) vacancy exists having the same starting time.

(b) Should more than one extra yardmaster go off duty at the same hour, they will be marked on the Guaranteed Extra Board in the order in which they had previously been placed on duty. Extra board yardmasters that have been marked-off for any reason will be placed on the bottom of the board when they mark up.

Note 1: Any GEB Yardmaster who misses a call will be held off the GEB for a period of sixteen (16) hours from the beginning of the missed shift. For example, a GEB Yardmaster misses a call for a 1500 position. The Yardmaster will be available for service for a 0700 position the following day. The provisions of Section 8, paragraph 3(a) will apply.

Note 2: It will be the company's option to call a GEB yardmaster at straight time rate of pay, or a regularly assigned yardmaster at the terminal where the vacancy exists, if the only available GEB yardmaster is working at another location within the zone.

Q. If a Regularly Assigned Yardmaster is called pursuant to Note 2, cited above, will he be compensated for all time worked at the time and one-half rate of pay?

A. Yes.

Note 3: When all calling procedures have been exhausted, GEB yardmasters on the missed call penalty board may be called.

7. A yardmaster assigned to a GEB will be paid at time and one-half rate for all time worked on a shift in excess of 8 hours on duty. In addition, a GEB yardmaster that is required to work more than five (5) straight time 8 hour shifts in their work week as described in paragraph (3), will be paid one and one-half times the basic straight time rate for such extra work. For GEB yardmasters, the overtime provisions contained in this paragraph 7 supersede the provisions contained in Article 3 of the Yardmasters' Agreement, as amended July 1, 1971.

8. In the event the GEB is exhausted and it becomes necessary to fill a Yardmaster vacancy at the time and one-half rate of pay, Regularly Assigned Yardmasters that are assigned to work at the terminal where the vacancy exists will be called in seniority order for the assignment.

Note: The Guaranteed Extra Board is considered "exhausted" under this paragraph 8 where there are no employees available to work at the straight time rate of pay.

9. Yardmasters who are called to work prior to their regular assignment will be required to protect their regular assignment. If there are no Regularly Assigned Yardmasters available to work the vacancy then the first out rested junior GEB yardmaster will protect the vacancy.

10. A regular relief assignment consisting of four (4) days may be established with the concurrence of the General Chairman. Positions so established may be assigned one day on the GEB to complete a forty- (40) hour workweek. The incumbent of this position will be placed, first out, ahead of all Yardmasters on the GEB for the twenty-four (24) hour period so assigned.

11. (a) GEB Zones will be established as described below:

Zone 1. Battle Creek – Lansing
Zone 2. Flint – Pontiac
Zone 3. Hamtramck
Zone 4. Toledo – Flat Rock

(b) Yardmasters on each GEB will protect the work in the zones they are assigned. However, the Carrier may add, delete, or realign locations or zones with the concurrence of the General Chairman.

(c) A home terminal for GEB Yardmasters will be the terminal closest to their point of residence. Travel from the home terminal to a distant point within the zone, on a tour of duty basis, will be compensated at the current mileage rate paid by the Carrier for miles driven using their own automobile computed from their home terminal, unless force assigned to protect an unfilled vacancy. Travel allowance is not deductible from the guarantee.

12. Side Letter 3, to the September 24, 1998 Agreement is amended as follows:

"Yardmasters may be allowed up to forty-five (45) days in which to qualify to work in a zone."

13. Yardmasters will be paid one (1) hour straight time pay for each tour of duty in which a trainee is assigned to train on their position.

14. Existing rules, agreements and practices, which are in conflict with this Agreement, are modified or amended.

Section 9 – Payroll Direct Deposit

It is agreed that each Yardmaster's pay will be made through direct deposit to the financial institution of the employee's choice. Direct Deposit will be handled in accordance with the Rules and Regulations set by the National Automatic Clearing House Association (NACHA). Direct deposit payroll check stubs will be handled in accordance with the current CNIC mailing policy. Each Yardmaster covered by this agreement shall provide the necessary information to implement the direct deposit of their payroll check within sixty (60) days following ratification. Employees entering the Yardmaster craft will be permitted sixty (60) days to furnish the appropriate direct deposit information.

Section 10 – Called and Not Used

(a) Yardmasters called and reporting for duty and not used for any reason shall be paid for all time held on duty at pro rata rate, but in all cases they will be paid no less than three (3) hours pro rata rate.

(b) GEB Yardmasters called and not used will be placed first out on the board. Compensation paid under this rule will not be applied against the guarantee.

Section 11 – Maintenance of Membership

A Yardmaster promoted, from the CNIC (former GTW agreement territory), to a non-scheduled position with CNIC (GTW) or its wholly owned subsidiaries prior to December 31, 2002 shall retain and accumulate seniority in the seniority district from which promoted or assigned. A Yardmaster promoted on or after January 1, 2003 shall be subject to the maintenance of membership requirements of the Union Shop Agreement in order to retain and accumulate Yardmaster seniority.

Section 12 – Sick Day Conversion

Amend Article III – Sick Leave, dated February 12, 1992 and Side Letter No. 6 dated September 24, 1998 as follows:

(a) The Yardmasters "Grandfathered" in the former GTW (includes former DT&I and DT&SL) Sick Leave currently receive twenty-five (25) sick days each year. Effective January 1, 2003, fifteen (15) of the sick days will be converted to Personal Leave Days (PLD) and ten (10) sick leave days. The two (2) PLDs provided in the June 16, 1982 RYA National Agreement will be added to the provisions of this Article for a total of seventeen (17) PLDs. The forty-eight (48) hours advance notice and blanking restrictions of the 1982 will remain unchanged and will apply to all PLD under this Article.

(c) Any PLD not used by December 31 will be paid for on the first pay period of January at the basic daily rate of pay. A PLD will be counted as a vacation qualifying day. A PLD will not be counted as a working day for overtime qualification.

(d) When more than one Yardmaster request a PLD on the same calendar day, seniority will control in the event all requests can not be granted. After a PLD has been granted, seniority will not control.

(e) Except as amended herein, the Sick Leave Agreements dated February 12, 1992 and Side Letter No. 6, dated September 24, 1998 remain in effect.

ARTICLE III – HEALTH AND WELFARE

The parties will adopt the changes in benefit coverage of Dental Benefits, Vision Care, Supplemental Sickness in accordance with Side Letter No. 3.

ARTICLE IV - GENERAL PROVISIONS AND MORATORIUM

Section 1

This Agreement shall become effective the first Monday after being notified that it has been ratified. Existing schedule rules, agreements and practices that are in conflict with this Agreement are modified or amended as identified herein.

Section 2

This Agreement shall remain effect through December 31, 2004, and thereafter, until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

Section 3

(a) It is understood that this Agreement resolves the Section 6 Notice of the United Transportation Union-Yardmaster Department dated December 5, 2001 and counter proposals of the Carrier. All other pending notices are withdrawn.

(b) The parties to this Agreement shall not serve nor progress any new notices prior to June 1, 2004 (not to become effective before January 1, 2005).

Section 4

This Article will not bar nor preclude the Carrier and the Organization from discussing and reaching agreement on any subject of mutual interest.

FOR THE UNITED TRANSPORTATION UNION-YARDMASTER DEPARTMENT:

Leonard J. Forchione
General Chairman

M. F. "Jack" Blaylock
Local Chairman

FOR THE CANDIAN NATIONAL (GTW):

Myron W. Becker
Director Labor Relations

Gregory S. Martin
Manager

APPROVED:

Donald R. Carver
Assistant to President, Director
Yardmaster Department

James R. Cumby
Assistant Director
Yardmaster Department

K. A. Madigan
Vice-President Labor Relations
North America

John C. Robertson
Terminal Superintendent

Canadian National / Illinois Central
455 North Cityfront Plaza Drive
Chicago, Illinois 60611-5504

312-755-7600

Human Resources Department

Side Letter No. 1

December 12, 2002

Mr. Leonard J. Forchione, General Chairman
United Transportation Union-Yardmaster Department
521 Fairfield Avenue
Battle Creek, Michigan 49015

Dear Sir:

This will confirm our understanding regarding the "roving" Yardmaster position at Battle Creek. It is agreed that the "roving" Yardmaster position may be blanked when the incumbent is off with compensation, i.e. sick day(s), personal leave day(s) or vacation.

Yours truly,

Myron W. Becker
Director-Labor Relations

I concur:

Leonard J. Forchione
General Chairman

Canadian National / Illinois Central
455 North Cityfront Plaza Drive
Chicago, Illinois 60611-5504

312-755-7600

Human Resources Department

Side Letter No. 2

December 12, 2002

Mr. Leonard J. Forchione, General Chairman
United Transportation Union-Yardmaster Department
521 Fairfield Avenue
Battle Creek, Michigan 49015

Dear Sir:

This will confirm our understanding regarding the exercise of seniority by Yardmasters who have been displaced. It is agreed that Article 5(f) (Article II, Section 1(f)) of this Agreement addresses the handling of Regularly Assigned Yardmasters whose positions are abolished as a result of General Motors Corp. shutting down for retooling in July and for holidays in December. These Yardmasters will be permitted to hold their regular bump for a period of fifteen (15) days from the effective date of the abolishment. During this time period, Yardmasters may exercise seniority to a temporary vacancy on which they are qualified.

Yours truly,

Myron W. Becker
Director-Labor Relations

I concur:

Leonard J. Forchione
General Chairman

Canadian National / Illinois Central
455 North Cityfront Plaza Drive
Chicago, Illinois 60611-5504

312-755-7600

Human Resources Department

Side Letter No. 3

December 12, 2002

Mr. Leonard J. Forchione, General Chairman
United Transportation Union-Yardmaster Department
521 Fairfield Avenue
Battle Creek, Michigan 49015

Dear Sir:

This refers to the discussions which led to the CNIC(GTW) Yardmaster Agreement of this date. It was agreed that all the former GTW Yardmasters will be covered by the provisions contained in the final disposition of the UTU National Agreement, Document "B", Article IV - Health and Welfare. That settlement will be incorporated into and become part of this Agreement, which may include employee cost sharing.

The parties have agreed that the appropriate death benefit coverage for Yardmasters covered by this Agreement will be $40,000 natural death and $42,000 accidental death. In the event consummation of the UTU National Health and Welfare does not contain death benefits of at least these amounts, the Carrier will increase the coverage to these levels.

Yours truly,

Myron W. Becker
Director-Labor Relations

I concur:

Leonard J. Forchione
General Chairman

Canadian National / Illinois Central
455 North Cityfront Plaza Drive
Chicago, Illinois 60611-5504

312-755-7600

Human Resources Department

Side Letter No. 4
December 12, 2002

Mr. Leonard J. Forchione, General Chairman
United Transportation Union-Yardmaster Department
521 Fairfield Avenue
Battle Creek, Michigan 49015

Dear Sir:

This confirms our recent discussions concerning labor and management's effort on the GTW to find areas of mutual concern, which serve to align our interests. We agree that each year some employees working in areas under the jurisdiction of your committee endure personal hardships, which have severe financial impact on their families. Automobile accidents and catastrophic illness are common examples that generate such hardship. In addition to "passing the hat" for donations, you suggested that some members of your committee would consider donating a personal leave day(s) or a sick day(s) to a needy co-worker.

Arrangements will be made to permit such donations in circumstances when you and the Director of Labor Relations or designee agree appropriately meet the intent of this program. The donated days will be paid to the designated co-workers at their daily rate of the pay.

Please indicate your concurrence in the space provided below and arrangements with the Payroll Department will be made to accommodate this program.

Yours truly,

Myron W. Becker
Director-Labor Relations

I concur:

Leonard J. Forchione
General Chairman

Canadian National / Illinois Central
455 North Cityfront Plaza Drive
Chicago, Illinois 60611-5504

312-755-7600

Human Resources Department

Side Letter No. 5

December 12, 2002

Mr. Leonard J. Forchione, General Chairman
United Transportation Union-Yardmaster Department
521 Fairfield Avenue
Battle Creek, Michigan 49015

Dear Sir:

This refers to Article I – First General Wage Increase, of the Agreement made December 12, 2002 and will confirm our understanding that the retroactive payment will be paid to each employee subject to this Agreement who has an active relationship as of December 12, 2002.

Is further understood that deceased employees or those who have retired or have been dismissed, suspended or on leave of absence between January 1 and December 31, 2002 will receive the retroactive payment for their Yardmaster service performed during this period.

Yours truly,

Myron W. Becker
Director-Labor Relations

I concur:

Leonard J. Forchione
General Chairman

Canadian National / Illinois Central
455 North Cityfront Plaza Drive
Chicago, Illinois 60611-5504

312-755-7600

Human Resources Department

Side Letter No. 6

December 12, 2002

Mr. Leonard J. Forchione, General Chairman
United Transportation Union-Yardmaster Department
521 Fairfield Avenue
Battle Creek, Michigan 49015

Dear Sir:

This refers to the negotiations that led to the Sick Day-Personal Leave Day Conversion contained in this Agreement. We agree that a twelve (12) month review of the experience in the Sick Day conversion should be made to determine if any adjustments in the procedures are appropriate. In the event the parties agree that changes in procedures or additional economies can be achieved without additional cost, such adjustments may be made by mutual agreement.

Yours truly,

Myron W. Becker
Director-Labor Relations

I concur:

Leonard J. Forchione
General Chairman

Human Resources Department

Canadian National / Illinois Central
455 North Cityfront Plaza Drive
Chicago, Illinois 60611-5504

312-755-7600

Side Letter No. 7

December 12, 2002

Mr. Leonard J. Forchione, General Chairman
United Transportation Union-Yardmaster Department
521 Fairfield Avenue
Battle Creek, Michigan 49015

Dear Sir:

This refers to the discussions that led to the CNIC (GTW) Yardmaster Agreement of this date. It is agreed, effective January 1, 2003, the CNIC will match the first four (4) percent of 401k contributions of Yardmasters covered by this Agreement at the rate of $0.25 per $1.00. It is further agreed that Article VI – Incentives / Gains Sharing, of the 1998 Agreement is discontinued on that date.

Please indicate your concurrence in the space provided below.

Yours truly,

Myron W. Becker
Director-Labor Relations

I concur:

Leonard J. Forchione
General Chairman

Agreed Upon Interpretations of the 2002 Agreement Between The Grand Trunk Western Railroad, Incorporated And Its Yardmaster Employees Represented By The United Transportation Union – Yardmaster Department

Questions and Answers

SECTION	Q. & A.
Article 2 §1 (f)	Q: Does the 72-hour displacement rule apply to all regular and temporary bumps? A: Yes.
Article 2 §2 (e)	Q: On assignments where three consecutive shifts are worked, what times do the other shifts start? A: Second shift starts between 14:00 and 16:00. Third shift starts between 22:00 and 23:59.
Article 2 §3 (b)	Q: At Flat Rock, where will the pick sheet be posted? A: Pick sheets will be posted at each location in Flat Rock (Rouge, Hump Tower and Trim Tower) and will be handled by the Yardmaster's Local Chairman.
Article 2 §6	Q: When a GEB Yardmaster works the 2300 shift and then takes a PLD or vacation day, at what time does he return to the board? A: After working the 2300 shift his PLD or vacation day would begin at 0700 and he would return to the extra board via automatic markup at 0001. He is not available for call until the first shift. He will go to the bottom of the board.
Article 2 §6 (2) (c)	Q: When does the GEB Yardmaster return to the board after working a 2300 to 0700 shift? A: The GEB Yardmaster returns to the extra board at 0001. He is not available for call until the first shift.
Article 2 §7 (2) (a)	Q: Do we still have to take trainmen first in accordance with the UTU agreement? A: Yes.

Article 2 §7 (2) (b)

Q: What does the term "last position held" mean?
A: Last regular position, not temporary position.

Article 2 §7 (2) (c)

Q: What does "successful completion of training" mean?
A1: For newly hired Yardmasters who are assigned immediately to a regular position, "successful completion of training" means when they are qualified for the position to which they have been assigned.
A2: For newly hired Yardmasters who are assigned to the GEB, "successful completion of training" means when they are qualified for all positions in the zone to which they have been assigned.

Article 2 §8 (3) (a)

Q: How will the GEB Yardmaster working the 2300 shift the day before his rest day be handled?
A: He will be handled in the same manner described in the answer for Article 2 §6 (2c) above.

Article 2§8 (3) (e)

Q1: Does earned compensation include vacation and PLD's?
A: Yes.

Q2: Do PLD's and Vacation days count as a start for GEB Yardmasters?
A: No, but they do protect the guarantee.

Article 2 §8 (3) (f)

Q: What is the intent of this clause?
A: The intent of this clause is to give GEB Yardmasters who have worked double shifts the option of requesting an extra shift off beyond the normal eight (8) hours. The GEB Yardmaster would be susceptible to call for the third shift.

Article 2 §8 (8)

Q: Are GEB Yardmasters considered regular assigned Yardmasters?
A: For purposes of this section, a GEB Yardmaster is considered a regular assignment.

Article 2 §8 (9)

Q: What is meant by the term, "the first out rested junior GEB yardmaster"?
A: The rested junior GEB yardmaster.

Article 2 §8 (12) Q: Can a Yardmaster in training that is qualified for 1 yard in their assigned zone but is not qualified for the entire zone be pulled from training to protect assignments at the yard(s) for which they are qualified?
A: Yes, but their training period will be extended by the number of days they are used to protect assignments.

Article 2 §12 (a) Q: When can PLD's be used?
A1: Normal use of PLD's has not changed, by requesting a PLD 48 hours in advance.
A2: A PLD may be requested on the employee's rest day at which time the yardmaster will be marked off.
A3: PLD's on rest days means you are not available for call unless calling procedures are exhausted.

Article 2 §12 (a) Q: When do future PLD/Sick days take effect?
A: January 1, 2004 and January 1 of each year thereafter.

Article 2 §12 (c) Q: Does the sentence "a PLD will be counted as a vacation qualifying day" apply to GEB positions only?
A: No, they apply to all positions.

Article 2 §12 (c) Q: Does the sentence, "A PLD will not count as a working day for overtime qualification" apply to GEB Yardmasters only?
A: Yes, this applies only to GEB Yardmasters workweek.

Leonard J Jackiens