

TABLE of CONTENTS

FOREWORD	i
PREFACE	iii
REPRESENTATION	1
RULE 1: REPRESENTATION	1
RATES OF PAY	2
RULE 2: RATES OF PAY	2
PASSENGER SERVICE	12
RULE 12: ONE-WAY PASSENGER SERVICE/DELAYED PASSENGER TRAINS	12
FREIGHT SERVICE	13
RULE 15: SERVICE PAID THROUGH FREIGHT RATES	13
RULE 16: BASIC DAY	13
RULE 17: OVERTIME	14
RULE 18: CALLING TIME	16
RULE 19: INITIAL TERMINAL DELAY	16
RULE 20: TERMINAL SWITCHING BY ROAD CREWS	18
RULE 21: FINAL TERMINAL DELAY	23
RULE 22: ZONE RULE	25
LOCAL FREIGHT SERVICE	26
RULE 23: LOCAL FREIGHT SERVICE	26
RULE 24: COMBINATION SWITCH AND ROAD SERVICE	28
RULE 25: WORK AND WRECK TRAIN SERVICE	31
RULE 26: SNOW PLOW SERVICE	32
RULE 27: HELPER SERVICE	32
RULE 28: CIRCUS TRAINS	33
FREIGHT SERVICE - MISCELLANEOUS	34
RULE 29: MEALS	34
RULE 30: EATING AND SLEEPING ACCOMMODATIONS	34
RULE 31: OGDEN-WAHSATCH DOUBLE	36

YARD SERVICE	37
RULE 32: WHEN TWO OR MORE LOCOMOTIVES ARE USED	37
RULE 33. DINKEY ENGINES.	37
RULE 34. BELT LINE OR TRANSFER SERVICE	37
RULE 35: BASIC DAY	37
RULE 36: TIME BEGINS AND ENDS	37
RULE 37: OVERTIME AND DOUBLING	37
RULE 38: STARTING TIME	38
RULE 39: ASSIGNMENTS	38
RULE 40: REQUIRED TO COVER PORTION OF ANOTHER SHIFT AND REPORTING IN ADVANCE OF REGULAR SHIFT	39
RULE 41: EXTRA MAN RELIEVING REGULAR MAN	39
RULE 42: CALCULATING ASSIGNMENTS AND MEAL PERIODS	39
RULE 43: MEAL PERIOD	39
RULE 44: DESIGNATED STARTING AND RELIEVING POINTS	39
RULE 45: COMBINATION ROAD AND YARD SERVICE	39
RULE 46: COMBINATION SERVICE WITHIN SWITCHING LIMITS	42
RULE 47: NOT CONFINED TO YARD LIMITS	42
RULE 48: SWITCHING BY ROAD CREWS & NEW INDUSTRIES	42
RULE 49: RELIEF BY REQUEST	44
RULE 50: TOPEKA AND HANNA FULL TIME	44
RULE 51: RIGHTS	44

GENERAL RULES	45
RULE 52: CALLING CREWS	45
RULE 53: FIRST-IN, FIRST-OUT	46
RULE 54: RUN-AROUND	46
RULE 55: COMBINATION TERMINAL TIME AND ROAD SERVICE	48
RULE 56: MORE THAN ONE CLASS OF ROAD SERVICE	48
RULE 57: CONSTRUCTIVE AND ARBITRARY MILEAGE ALLOWANCES	50
RULE 58: SETTING OUT AND/OR PICKING UP DIESEL UNITS	50
RULE 59: SERVICING ENGINES	51
RULE 60: DOUBLING, LAP BACK AND SIDE TRIPS	52
RULE 61: RUNNING LIGHT - PILOTS - MESSENGERS	52
RULE 62: WATCHING ENGINES	52
RULE 63: DEADHEADING	52
RULE 64: HOME TERMINALS DESIGNATED	53
RULE 65: HELD-AWAY-FROM-HOME-TERMINAL	54
RULE 66: PERMITTED TO GO HOME ON LAYOVER DAY	55
RULE 67: REST	55

TIE - UPS	58
RULE 68: TIE-UPS	58
RULE 69: WHEN NOT HELD FOR REST	60
RULE 70: ATTENDING COURT	61
RULE 71: AUTOMATIC RELEASE	61
RULE 72: BACK UPS - INCLEMENT WEATHER	61
RULE 73: ENGINES DISABLED ENROUTE	61
RULE 74: WATER COOLERS	61
RULE 75: TIME LIMIT ON CLAIMS	62
RULE 76: SERVICE DATE	63
RULE 77: FRACTIONS OF MILES	63
RULE 78: PAY VOUCHER ISSUED	63
RULE 79: EXPENSES WHEN OFF DISTRICT	63
RULE 80: LEAVE OF ABSENCE	63
RULE 81: SERVICE LETTER	64
RULE 82: DISCIPLINE - PROCEDURE	64
SENIORITY RIGHTS	69
RULE 83: RIGHTS	69
RULE 84: TRANSFERRING	69
RULE 85: TERRITORIAL RIGHTS	69
RULE 86: RIGHTS ON ACQUIRED OR LEASED ROADS	69
RULE 87: SENIORITY ROSTERS	70
RULE 88: SENIORITY DISTRICTS	70
RULE 89: APPLICATIONS	72
RULE 90: OFFICIAL POSITION	72
RULE 91: LEAVING SERVICE	72
EXERCISE OF SENIORITY	73
RULE 92: BULLETINS	73
RULE 93: VACANCIES	76
RULE 94: NEW SERVICE	79
RULE 95: NEW TIME CARD	80
RULE 96: REFUSING RUN VACANT	80
RULE 97: RUN DISCONTINUED	80
RULE 98. CHANGING ASSIGNMENTS:	81
RULE 99: ENGINEER LOSING RUN	82
RULE 100: PILOT SERVICE	82
RULE 101: LAYING OFF-DEADHEADING	83

SENIORITY DATE-PROTECTION	84
RULE 102: FIREMEN-SENIORITY DATE-PROMOTION	84
RULE 103: SENIORITY DATE ESTABLISHED	84
RULE 104: POSTING SENIORITY RANK	84
RULE 105: DEMOTED ENGINEERS	84
RULE 106: MILEAGE REGULATIONS	85
RULE 107: STATEMENT OF MILEAGE	86
RULE 108: REGISTERING AND CHECKING MILEAGE	86
RULE 109: ENACTING AND TERMINATING-PROVISION	86
APPENDIX A - HOLIDAYS	88
PAID HOLIDAYS	88
APPENDIX B - INTERDIVISIONAL SERVICE	94
AGREEMENT TO ESTABLISH ID SERVICE	94
12/16/1971 MOU - ID AGREEMENT	109
12/16/1971 SECOND MOU - ID AGREEMENT	111
12/23/1971 AGREEMENT - ID AGREEMENT MODIFICATIONS	112
12/23/1971 AGREEMENT - 2ND ID AGREEMENT MODIFICATIONS	114
06/13/1972 AGREEMENT - THREE ID POOLS ON SECOND DISTRICT	115
07/14/1972 - MODIFICATION OF INTERDIVISIONAL RUNS AGREEMENT	116
10/30/1972 LOU - ID REDUCTION OF TURNS	119
CHEYENNE - GREEN RIVER ID SERVICE AGREEMENT	122
CHEYENNE - HANNA ID SERVICE AGREEMENT	140
NORTH PLATTE - FREMONT ID SERVICE AGREEMENT	153
NORTH PLATTE - SOUTH MORRIL ID AWARD	162
APPENDIX C - EMPLOYEE BENEFITS	174
PAYMENTS TO EMPLOYEES INJURED UNDER CERTAIN CIRCUMSTANCES	174
EMPLOYEE INFORMATION	178
APPLICATION FOR EMPLOYMENT	179
JURY DUTY	180
BEREAVEMENT LEAVE	181
401-K THRIFT PLAN AGREEMENT	182
WAGE DEDUCTION FOR UNION DUES AND INSURANCE	183
APPENDIX D - VACATIONS	187
VACATION AGREEMENT CONSOLIDATION	187
VACATION AGREEMENT EASTERN DISTRICT DATED 06/19/1986	203
SPLIT VACATION AGREEMENT DATED 10/23/1992	210
48 HOUR VACATION EXTENSION CLARIFICATION 04/20/2011	215
VACATION AGREEMENT ADMINISTRATION MODIFICATIONS DATED 07/28/2004	216

APPENDIX E - PERSONAL LEAVE	221
1996 NATIONAL AGREEMENT	221
PERSONAL LEAVE DAY INTERPRETATION DATED 02/21/2001	223
APPENDIX F - GUARANTEED EXTRA BOARDS	236
GEB AGREEMENT 07/01/1996	236
REST DAY/INCENTIVE PAYMENT- 03/03/1998	244
GEB CLARIFICATION 05/17/2007	246
EXTRA (UNDISTURBED) REST HOLDING TURNS/EXTRA BOARD POSITIONS	253
SIDE LETTER 20 TO 1986 AWARD 458	254
APPENDIX G INSTRUCTION & TRAINING	259
INSTRUCTION-EXAMINATION CLASSES-OPERATING RULES	259
SYSTEM AGREEMENT - INSTRUCTOR ENGINEERS	262
SYSTEM AGREEMENT - PEER TRAINING	266
2008 PEER TRAINING AGREEMENT MODIFICATION	269
APPENDIX H - SENIORITY	271
CONSOLIDATION OF SENIORITY DISTRICTS TEN AND ELEVEN	271
ESTABLISHING TWELFTH SENIORITY DISTRICT	273
APPENDIX I - HUB AGREEMENTS	286
DENVER HUB	286
CNW MERGER (OMC) AWARD	328
SALINA HUB	360
EXPANDED SALINA HUB	399
APPENDIX J - FIVE-DAY WORK WEEK	463
FIVE-DAY WORK WEEK AGREEMENTS	463
OMAHA	463
COUNCIL BLUFFS - 04-29-1997	466
FIRST DISTRICT GRAND ISLAND, NE.	468
THIRD SENIORITY DISTRICT- NORTH PLATTE	469
FOURTH SENIORITY DISTRICT CHEYENNE	473
FIFTH SENIORITY DISTRICT LARAMIE	477
SIXTH SENIORITY DISTRICT - RAWLINS ROCK SPRINGS - GREEN RIVER	481
NINTH SENIORITY DISTRICT - SALINA	484
TWELTH SENIORITY DISTRICT- GREEN RIVER	488
FOURTEENTH SENIORITY DISTRICT - DENVER-STERLING	492
SEVENTEENTH-EIGHTEENTH SENIORITY DISTRICT MARYSVILLE-HASTINGS	496
1952 NATIONAL AGREEMENT - ARTICLE 3	500

APPENDIX K- MISCELLEANOUS	507
AUTOMATIC MARK-UP	507
HOLDING TURN AGREEMENT RESULT OF RSIA 2008 -JULY 10, 2009	520
MAKE WHOLE AGREEMENTS	523
SECOND DISTRICT	523
THIRD DISTRICT	528
FOURTH DISTRICT	530
FIFTH DISTRICT	532
SIXTH DISTRICT	534
NINTH DISTRICT - SALINA	536
EIGHTEENTH DISTRICT	538
DENVER HUB ZONE 2	540
DENVER HUB ZONE 3	542
SALINA HUB ZONE 2	544
ABSENCE FOR UNION BUSINESS	546
SYSTEM AGREEMENT WEIGHT ON DRIVERS	550
FIRST DISTRICT SELF-DEMOTE AGREEMENT	551
THIRD DISTRICT SELF-DEMOTE AGREEMENT	554

APPENDIX L - SWITCHING LIMITS EASTERN DISTRICT	574
EASTERN DISTRICT SWITCHING LIMITS TABLE	574
EXCERPT 1971 NATIONAL AGREEMENT	575

APPENDIX M - OVERTIME TABLES	578
TIME OVERTIME ACCRUES AT 12.5 MPH	578
TIME OVERTIME ACCRUES AT 16.25 MPH	579
TIME OVERTIME ACCRUES AT 20 MPH	580
TIME OVERTIME ACCRUES AT 25 MPH	581