



# Pacific Harbor Line, Inc.

<b>PHL Payment Request Form</b>	
Employee: <b>Duc Do</b>	Job ID: Called for 1000 UP ENG (EB #7 Eng)
Date on Duty: 11/10/2020 Tuesday	On Duty Time: Rested 02:30 11/10/2020
Position: <b>Engineer</b>	On Duty Place:
Name of On Duty TM making the Request: <u>D. Knight</u>	
<b>Choose one:</b>	
<input checked="" type="checkbox"/> Held in Service Job: <u>1000 FMS (Eng) w/ R. Uribe</u>	
<input type="checkbox"/> Reassignment to Job: _____ From Job: _____	
<input type="checkbox"/> Guarantee day not called: _____	
For Guarantee Claims: Please refer to the BLET Agreement, July 4, 2013, Article 13	
<input type="checkbox"/> Other: _____	
Comments: <u>J Serrano (Eng) on the 1015 TTI UTL was used to fill the (Eng) vacancy on the 1000 FMS. I was available and rested to fill this position. Temporary Eng vacancies are to be filled per article 12-B-1. Penalty Claim per Article 13 G.</u>	
Employee Signature: _____ Date: 11/10/2020	
<p><b>Management Use Only</b>  <b>Superintendent/Director of Operation/Payroll</b></p> <p>On Duty TM Signature: _____ Date: _____</p> <p>Approved: <input type="checkbox"/></p> <p>Approved by: _____ Date: _____</p> <p>President/Vice President Approval: _____</p> <p>Reason for Denial: _____</p> <p>_____</p> <p>_____</p>	

One form per Request

Refer to the BLET Agreement, July 4, 2013 for details.

Engineers Resting / Rested					Engineers / Assistant Engineers Working				
Name	Date Rested	Cons Start	Time Rested	Comments	Name	Date	Cons Start	Job	Position
Duc Do	10-Nov	1	2:30		Mike Fitzgerald	9-Nov	5	1900 SW	AE
Daniel Anderson	10-Nov	2	3:30		Francisco Barrios	9-Nov	3	2030 LBCT	AE
Mike Henrite	10-Nov	4	6:30		John Sanchez	9-Nov	6	2030 MRSK	ENG
Justin Salazar	10-Nov	0	0:01		Joe Gonzales	9-Nov	3	2100 FMS	ENG
Mario Maciel	10-Nov	0	0:01		Robert Paz	9-Nov	3	2100 FMS	AE
Jacob Gamboa	10-Nov	0	0:01		Amado Madrid	9-Nov	3	2100 UP	ENG
					Mike Moreno	9-Nov	3	2145 TTI UTLY	AE
					Juan Juardo	9-Nov	3	2300 UP	ENG
						10-Nov		1000 FMS	AE
						10-Nov		1000 UP	ENG
						10-Nov		1000 UP	AE
Johnny Fraijo	11-Nov	0	4:45	Off Until					
Raymond Alfaro	12-Nov	0	2:30	Off Until					
Scott Doyle	15-Nov	0	0:01	Hold Down					
Name	Date Rested	Cons Start	Time Rested	Comments					
Ramon Uribe	10-Nov	2	2:30						
Tim Herron	10-Nov	4	6:00						
Alex Rodriguez	10-Nov	1	6:30						
Rich Magallanes	10-Nov	0	0:30						
James Walden	11-Nov	0	0:01	Off Until	Hold downs	Job	Start	End	
James Caddell	12-Nov	0	0:01	WRKD 6th	Scott Dolye	1400 BN	9-Nov	15-Nov	
Joseph Maes	15-Nov	0	0:01	Hold Down	Joseph Maes	RLF 11	9-Nov	15-Nov	
Engineers	Week 1	Week 2		Off Days					
1 Scott Doyle	Sun	Sun-Mon							
2 Jacob Gamboa	Mon	Mon-Tues							
3 Raymond Alfaro	Tue	Tue-Wed			Eng Class				
4 Mike Henrite	Wed	Wed-Thu			Reserve Trng				
5 Amado Madrid	Thu	Thu-Fri		11/13	Must fill ENG				
6 Dan Anderson	Fri	Fri-Sat			Coming on / Going off				
7 Duc Do	Sat-Sun	Sat			Go off days				
8 Justin Salazar	Sun-Mon	Sun			Riding board for 1 day				
9 Johnny Fraijo	Mon-Tue	Mon							
10 Abolished	Tue	Tue-Wed							
11 John Sanchez	Wed-Thu	Wed			Reserve Board				
12 Joe Gonzales	Thur-Fri	Thur			Name	Date Available	Start Time	End Time	
13 Abolished	Wed	Wed-Thu							
14 Juan Juardo	Thur-Fri	Thur							
15 Abolished	Tue	Tue-Wed							
16 Abolished	Mon-Tue	Mon							
17 Mario Maciel	Mon	Mon-Tue							
18 Abolished	Wed-Thur	Wed							
Ast. Engineers	Week 1	Week 2		Off Days					
1	Sun	Sun-Mon							
2 Rich Magallanes	Mon	Mon-Tue							
3 Mike Fitzgerald	Tue	Tue-Wed							
4 Abolished	Wed	Wed-Thu							
5 Mike Moreno	Thu	Thur-Fri							
6 Abolished	Fri	Fri-Sat							
7 Alex Rodriguez	Sat-Sun	Sat							
8 James Caddell	Tue-Wed	Tue							
9 Abolished	Mon/Tue	Mon							
10 Abolished	Tue-Wed	Tue							
11 James Walden	Mon-Tue	Mon							
12 Abolished	Wed-Thu	Wed							
13 Joseph Maes	Thu-Fri	Thu							
14 Tim Herron	Wed	Wed-Thu							
15 Robert Paz	Thur	Thur-Fri							
16 Andre Solache	Sun	Sun/Mon		11/11, 11/18					
17 Ramon Uribe	Thur-Fri	Thur							
18 Francisco Barrios	Thur	Thur-Fri							
1									
2									
3									
Eng. 5/1				Off Days	Out on Bump				
1					Name	Date/Time Notified	Date/Time Bump Expires		
2									
A/E 5/1				Off Days					
1									
2									
3									
4									

J Serrano used to fill 1000 FMS Eng

	11/9	11/10	11/11	11/12	11/13	11/14	11/15	11/16	11/17	11/18	11/19
Job	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu
<b>0100</b> Switcher YPSW01	Stacey Russell Rick Rico	Stacey Russell Rick Rico	Stacey Russell Rick Rico	Stacey Russell Rick Rico	Stacey Russell Rick Rico	Stacey Russell Rick Rico	Ian Brown Sam Rodriguez	Ian Brown	Stacey Russell Rick Rico	Stacey Russell Rick Rico	Stacey Russell Rick Rico
						Relief 1	Relief 1				
<b>0200</b> BNSF Dock YPN02	Ian Brown Sam Rodriguez	Ian Brown Sam Rodriguez	Eddie Martinez Amadio Maestas	Eddie Martinez Amadio Maestas	Eddie Martinez Amadio Maestas	Eddie Martinez Amadio Maestas	Eddie Martinez Amadio Maestas	Ian Brown Sam Rodriguez	Ian Brown Sam Rodriguez	Eddie Martinez Amadio Maestas	Eddie Martinez Amadio Maestas
	Relief 1	J. Applewhite (TQC)	J. Applewhite (TQC)	J. Applewhite (TQC)	J. Applewhite (TQC)	J. Applewhite (TQC)	J. Applewhite (TQC)	Relief 1	Relief 1		
<b>0200</b> UP Dock YUP02	Scott Bailey Leroy Pasis	Scott Bailey Leroy Pasis	Scott Bailey Leroy Pasis		Ian Brown Sam Rodriguez	Scott Bailey Leroy Pasis	Scott Bailey Leroy Pasis	Scott Bailey Leroy Pasis	Scott Bailey Leroy Pasis	Scott Bailey Leroy Pasis	
					Relief 1						
<b>0500</b> Switcher YPSW05	Jose Huerta Juan Saldana	Jose Huerta Juan Saldana	Jose Huerta Juan Saldana	Jose Huerta Juan Saldana	Jose Huerta Fernando Hernandez	Jose Huerta Fernando Hernandez		Jose Huerta Juan Saldana	Jose Huerta Juan Saldana	Jose Huerta Juan Saldana	Jose Huerta Juan Saldana
		C. Colmore (TQC)	C. Colmore (TQC)		Relief 14	Relief 14					
<b>0600</b> UP Dock YUP06	Hudie Hawkins T. R. Quinzel	Richard Garibay Eli Mejia	Richard Garibay David Delgado	Hudie Hawkins T. R. Quinzel	Hudie Hawkins T. R. Quinzel	Hudie Hawkins T. R. Quinzel		Hudie Hawkins T. R. Quinzel	Richard Garibay David Delgado	Richard Garibay David Delgado	Hudie Hawkins T. R. Quinzel
		Relief 12	Relief 12				C. Colmore (TQC)		Relief 12	Relief 12	
<b>0700</b> BNSF Dock YPN07	Stuart Spears Juan Pardo	Alfredo Ortiz Richard Mendoza	Alfredo Ortiz Richard Mendoza	Stuart Spears Juan Pardo	Stuart Spears Juan Pardo	Stuart Spears Juan Pardo	Stuart Spears Juan Pardo	Stuart Spears Juan Pardo	Alfredo Ortiz Richard Mendoza	Alfredo Ortiz Richard Mendoza	Stuart Spears Juan Pardo
		Relief 3	Relief 3	C. Colmore (TQC)	C. Colmore (TQC)	C. Colmore (TQC)			Relief 3	Relief 3	
<b>0800</b> B200 Switcher YPSW08	Abolished	Abolished	Abolished	Alfredo Ortiz Richard Mendoza	Alfredo Ortiz Richard Mendoza	Abolished	Abolished	Abolished	Abolished	Abolished	Alfredo Ortiz Richard Mendoza
				Relief 3	Relief 3						Relief 3
<b>0830</b> Maersk-O/D P400	Joaquin Oropeza Jeff Robinson Jason Bengel	Joaquin Oropeza Jeff Robinson Jason Bengel	Joaquin Oropeza Jeff Robinson Jason Bengel	Joaquin Oropeza Jeff Robinson Jason Bengel	Fernando Macias	Fernando Macias	Joaquin Oropeza Jeff Robinson Jason Bengel	Joaquin Oropeza Jeff Robinson Jason Bengel	Joaquin Oropeza Jeff Robinson Jason Bengel	Joaquin Oropeza Jeff Robinson Jason Bengel	Joaquin Oropeza Jeff Robinson Jason Bengel
		H. Garcia (TQC)	H. Garcia (TQC)		Relief 10	Relief 10					
<b>0830</b> Trapac Dock YPTC01	Josh Graffam Fernando Hernandez	Josh Graffam Fernando Hernandez	Mike Fuentes David Morn	Mike Fuentes David Morn	Mike Fuentes David Morn	Mike Fuentes David Morn	Mike Fuentes David Morn	Josh Graffam Fernando Hernandez	Josh Graffam Fernando Hernandez	Mike Fuentes David Morn	Mike Fuentes David Morn
	Relief 14	Relief 14						Relief 14	Relief 14		
<b>0900</b> NYK-On Duty TICTF YPNY13	Armando Meza Jose Rivas	Armando Meza Jose Rivas	Armando Meza Jose Rivas	Armando Meza Jose Rivas	Armando Meza Jose Rivas	Alfredo Ortiz Richard Mendoza	Alfredo Ortiz Richard Mendoza	Armando Meza Jose Rivas	Armando Meza Jose Rivas	Armando Meza Jose Rivas	Armando Meza Jose Rivas
				H. Garcia (TQC)		Relief 3	Relief 14				
<b>0930</b> Everport YPEV13	Carlos Maravilla Sergio Padilla	Carlos Maravilla Sergio Padilla	Eric Fernandez Baron Briscoe	Eric Fernandez Baron Briscoe	Eric Fernandez Baron Briscoe	Eric Fernandez Baron Briscoe	Eric Fernandez Baron Briscoe	Carlos Maravilla Sergio Padilla	Carlos Maravilla Sergio Padilla	Eric Fernandez Baron Briscoe	Eric Fernandez Baron Briscoe
	Relief 2	Relief 2			H. Garcia (TQC)			Relief 2	Relief 2		
<b>0930</b> LBCT - O/D LBCT YPLB01 5/6	Richard Briscoe Mike Gearhart	Richard Briscoe Mike Gearhart	Richard Briscoe Mike Gearhart	Fernando Macias	Richard Briscoe Mike Gearhart	Richard Briscoe Mike Gearhart	Richard Briscoe Mike Gearhart	Richard Briscoe Mike Gearhart	Richard Briscoe Mike Gearhart	Richard Briscoe Mike Gearhart	Fernando Macias Jose Covarrubias
				Relief 10		H. Garcia (TQC)	H. Garcia (TQC)				Relief 10
<b>1000</b> FMS-On Duty APL YPAP13			Bobby Newman Kevin Buffington	Bobby Newman Kevin Buffington	Bobby Newman Kevin Buffington	Bobby Newman Kevin Buffington	Bobby Newman Kevin Buffington			Bobby Newman Kevin Buffington	Bobby Newman Kevin Buffington
										H. Garcia (TQC)	H. Garcia (TQC)
<b>1000</b> TTI-O/D Pier T YPHN13	James Rodriguez Devan Dunn	James Rodriguez Devan Dunn	James Rodriguez Devan Dunn	James Rodriguez Devan Dunn	James Rodriguez Devan Dunn	Carlos Maravilla Sergio Padilla	Carlos Maravilla Sergio Padilla	James Rodriguez Devan Dunn	James Rodriguez Devan Dunn	James Rodriguez Devan Dunn	James Rodriguez Devan Dunn
						Relief 2	Relief 2				
<b>1000</b> UP Dock YUP09	Fernando Macias		Robert Burris Steve Wallace	Robert Burris Steve Wallace	Robert Burris Steve Wallace	Robert Burris Steve Wallace	Fernando Macias	Fernando Macias	Robert Burris Steve Wallace	Robert Burris Steve Wallace	Robert Burris Steve Wallace
		R. Garcia (TQC)	R. Garcia (TQC)	R. Garcia (TQC)			Relief 10	Relief 10		C. Colmore (TQC)	C. Colmore (TQC)
<b>1000</b> Yang Ming YPYG10 5/6	Alfredo Ortiz Roberta Green	Lance Kaplan Roberta Green	Lance Kaplan Roberta Green	Lance Kaplan Roberta Green	Lance Kaplan Roberta Green	Lance Kaplan Roberta Green		Lance Kaplan Roberta Green	Lance Kaplan Roberta Green	Lance Kaplan Roberta Green	Lance Kaplan Roberta Green
<b>1015</b> TTI-O/D Pier T YPHN15	Ozzie Espana Harvey Reyes	Ozzie Espana Harvey Reyes	Ozzie Espana Harvey Reyes	Richard Garibay David Delgado	Richard Garibay David Delgado	Ozzie Espana Harvey Reyes	Ozzie Espana Harvey Reyes	Ozzie Espana Harvey Reyes	Ozzie Espana Harvey Reyes	Ozzie Espana Harvey Reyes	David Delgado David Delgado
				Relief 12	Relief 12						Relief 12
<b>1015</b> TTI Utility 5/6		Johnny Serrano	Johnny Serrano	Johnny Serrano	Johnny Serrano		Johnny Serrano	Johnny Serrano	Johnny Serrano	Johnny Serrano	Johnny Serrano
		BLANKED									
<b>1300</b> UP Dock YUP13	Antonio Flores Pedro Granados	Antonio Flores Pedro Granados	Antonio Flores Pedro Granados	Mathew Mendoza Jared Houchen	Carlos Maravilla	Antonio Flores	Antonio Flores	Antonio Flores	Antonio Flores	Antonio Flores	Antonio Flores
				Relief 8	Relief 2		Pedro Granados	Pedro Granados	Pedro Granados	Pedro Granados	Jared Houchen
<b>1400</b> BNSF Dock YPN15	Mathew Mendoza Jared Houchen	Scotty Dolye Justin Downer	Scotty Dolye Justin Downer	Scotty Dolye Justin Downer	Scotty Dolye Justin Downer	Scotty Dolye Justin Downer	Mathew Mendoza Jared Houchen	Mathew Mendoza Jared Houchen	Dallas Daeley	Dallas Daeley	Dallas Daeley
					R. Garcia (TQC)	R. Garcia (TQC)	R. Garcia (TQC) R8	Relief 8			
<b>1400</b> Switcher YPSW14	Esteban Guerrero Rick Ortega	Esteban Guerrero Rick Ortega	Esteban Guerrero Rick Ortega	Esteban Guerrero Rick Ortega	Esteban Guerrero Rick Ortega	Richard Garibay David Delgado		Esteban Guerrero Rick Ortega	Esteban Guerrero Rick Ortega	Esteban Guerrero Rick Ortega	Esteban Guerrero Rick Ortega
						Relief 12 - 1200 Start					
<b>1430</b> Switcher YPSW24	Lyle George Sean McCarthy	Lyle George Sean McCarthy	Lyle George Sean McCarthy	Lyle George Sean McCarthy	Mathew Mendoza Jared Houchen		Lyle George	Lyle George	Lyle George	Lyle George	Lyle George
						Off	Sean McCarthy	Sean McCarthy	Sean McCarthy	Sean McCarthy	Sean McCarthy
<b>1600</b> Switcher YPSW16	Eddie Mendoza Mario Lopez	Eddie Mendoza Mario Lopez	Eddie Mendoza Mario Lopez	Eddie Mendoza Mario Lopez	Eddie Mendoza Mario Lopez			Eddie Mendoza Mario Lopez	Eddie Mendoza Mario Lopez	Eddie Mendoza Mario Lopez	Eddie Mendoza Mario Lopez
		H. Gonzalez (TQE)	H. Gonzalez (TQE)				Off	Off		J. Applewhite (TQC)	J. Applewhite (TQC)
<b>1600</b> UP Dock YUP15	J. T. Thomas Vince Rivas	J. T. Thomas Vince Rivas	J. T. Thomas Vince Rivas	J. T. Thomas Vince Rivas	J. T. Thomas Vince Rivas	Mathew Mendoza	Jesse Luvert	J. T. Thomas Vince Rivas	J. T. Thomas Vince Rivas	J. T. Thomas Vince Rivas	J. T. Thomas Vince Rivas
						Jared Houchen	Relief 7	Mike Miles		H. Gonzalez (TQE)	
<b>1900</b> BNSF Dock YPN18	Chris Hale Joe Watson	Chris Hale Joe Watson	Chris Hale Joe Watson	Jesse Luvert Mike Miles	Jesse Luvert Mike Miles	Chris Hale	Chris Hale	Chris Hale	Chris Hale	Chris Hale	Chris Hale
				Relief 7	Relief 7						H. Gonzalez (TQE) R7
<b>1900</b> Switcher	Krystein Wrzesien	Krystein Wrzesien	Krystein Wrzesien	Krystein Wrzesien	Krystein Wrzesien	Eric Williams		Krystein Wrzesien	Krystein Wrzesien	Krystein Wrzesien	Krystein Wrzesien
						Gino Cutri	Off	Alberto Raya	Alberto Raya	Alberto Raya	Alberto Raya

# Pacific Harbor Line - Federal Hours of Service Record and Activity Log

Date on Duty 11 / 10 / 2020 Train ID/Job 1015 TTI / Utility / YPAP<sup>1000</sup><sub>13</sub> PHL or Road Power Initial(s) and Number(s) \_\_\_\_\_

Position	Printed Name	Date (m/d)	On Duty Time (hh:mm)	Location	Relieved Date (m/d)	Relieved Time (hh:mm)	Location	Final Release Date (m/d)	Final Release Time (hh:mm)	Location	Total Hours of Service (hh:mm)	Limbo Time (hh:mm)	Overtime (hh:mm)	Rested Time (hh:mm)		
Engineer	Juan Serrano	11 / 10	10:00	Fenix	N/A	N/A	N/A	11 / 10	:	FENIX	:	N/A	:	:		
	Hours & Minutes Rested (hh:mm) Shift Start	72:+	Consecutive Starts Since Last Day Off at Shift Start	⊕	Total Hours on Duty For Calendar Month (hh:mm) Shift Start	31:25	Consecutive Starts Since Last Day Off at Shift End	1	Total Hours on Duty For Calendar Month (hh:mm) Shift End	:	Limbo Time Total for Month (hh:mm)	N/A	Date Rested (m/d)	/		
Asst. Engineer or Engineer 2	R. VRIBE	11 / 10	10:00	FENIX	N/A	N/A	N/A	11 / 10	:	FENIX	:	N/A	:	:		
	Hours & Minutes Rested (hh:mm) Shift Start	18:40	Consecutive Starts Since Last Day Off at Shift Start	4	Total Hours on Duty For Calendar Month (hh:mm) Shift Start	62:20	Consecutive Starts Since Last Day Off at Shift End	5	Total Hours on Duty For Calendar Month (hh:mm) Shift End	:	Limbo Time Total for Month (hh:mm)	N/A	Date Rested (m/d)	11 / 11		
Asst. Engineer		/	:		/	:		/	:		:	:	:	:		
	Hours & Minutes Rested (hh:mm) Shift Start	.	Consecutive Starts Since Last Day Off at Shift Start	.	Total Hours on Duty For Calendar Month (hh:mm) Shift Start	.	Consecutive Starts Since Last Day Off at Shift End	.	Total Hours on Duty For Calendar Month (hh:mm) Shift End	.	Limbo Time Total for Month (hh:mm)	.	Date Rested (m/d)	/		
Student or		/	:		/	:		/	:		:	:	:	:		
	Hours & Minutes Rested (hh:mm) Shift Start	.	Consecutive Starts Since Last Day Off at Shift Start	.	Total Hours on Duty For Calendar Month (hh:mm) Shift Start	.	Consecutive Starts Since Last Day Off at Shift End	.	Total Hours on Duty For Calendar Month (hh:mm) Shift End	.	Limbo Time Total for Month (hh:mm)	.	Date Rested (m/d)	/		
Deadhead	Start Date	/	Start Time	:	Start Location		Transportation Method (Mark with X)	Van	Comp. Vehicle		End Date	/	End Time	:	End Location	

I Certify this Federal Hours of Service Record to be Correct (Signature Required by All Members of Crew):

Engineer [Signature]  
Student \_\_\_\_\_

Asst. Engineer [Signature]  
Asst. Engineer \_\_\_\_\_

### Instructions and Definitions

- Complete all boxes. Use N/A if not applicable.
- This form must be completed and turned in at the end of shift daily.
- Only this form provided by PHL may be used. "Customized" versions are not permitted.
- The Engineer (or Engineer 1) is responsible for maintaining the time and activity recorded throughout the shift. Use 24-hour time format (hh:mm).
- Hours and minutes rested time must be accurately displayed in hours and minutes up to 99 hours and 59 minutes. If rest time exceeds 99 hours and 59 minutes, enter time as 99:59.
- Relieved time boxes are only used if crew encounters Limbo Time. Relieved time is the time crew is relieved by another crew or the train is properly secured.
- Final Release time is when all activity at the behest of the company is complete.
- Total Hours of Service is the time spent actually performing covered service. This must not exceed 12 hours without proper authority.
- Limbo time is the time beyond 12 hours spent awaiting or in deadhead transportation from the relieved point to the point of final release.
- Rested time is the next time that you will be rested in hours and minutes - no rounding. 10 hours + any limbo time (if consecutive starts = 1 thru 5).
- Completing a 6th consecutive start, rest time will be 48 hours from tie-up.
- consecutive starts are equal to or greater than 6 at either the start of shift or end of shift; or if Total Hours for Calendar Month are equal to or greater than 240, a PHL operations manager must be notified.
- any mandatory 10-hour rest period was interrupted or a "busted call" occurred prior to this shift, time and duration of the call must be recorded on the activity log.

B. When an employee is involuntarily bumped, the employee displaced will have 12 hours from their tie-up time if notified while on duty, or 12 hours from the time notification was made if not on duty, to displace on to any job their seniority will allow for which the employee is qualified, including vacant or “no bid” jobs. Employees who fail to exercise a displacement bump will be assigned at the discretion of the Company. Any employee making a displacement bump onto a job requiring to be posted at the next job bulletin cycle and who fails to win a bid, will be required to use a seniority bump or will be assigned at Company’s discretion.

C. Employees placed on positions will be required to report for the new job at the next starting time of the assignment after being notified, provided they are rested. This period may be extended upon request, consistent with the needs of the parties.

D. Employees on vacation are responsible, within four hours of their first tour of duty start time, to verify they have not been displaced. This can be done online or by contacting an on-duty trainmaster.

E. If an employee has failed to bid onto an open bulletined vacancy, after being given advance notice of the abolishment of his/her position, the employee may not subsequently bump onto one of those positions until it has once again been bulletined.

## **ARTICLE 12**

### **FILLING OF PERMANENT & TEMPORARY VACANCIES**

A. Permanent Vacancies. Permanent vacancies shall be defined as any newly established assignment or a vacancy known to be in excess of thirty (30) days.

(1) Permanent vacancies shall be advertised by bulletin for four (4) calendar days on Company bulletin boards, as provided in Article 10 of this Agreement.

(2) When no bids are filed for an Engineer's permanent vacancy, such vacancy shall be filled by forcing the junior qualified engineer working as an assistant engineer.

(3) When no bids are filed for a permanent vacancy of Assistant Engineer, the vacancy shall be filled by force assigning the junior unassigned Assistant Engineer; if none, then the assignment will remain vacant and will be filled by the extra board.

B. Temporary Vacancies. Temporary vacancies are those occurring due to illness, injury, vacation time of any length or other reasons, the term of which is not expected to exceed thirty (30) calendar days or is unknown to the Carrier.

(1) Temporary Engineer vacancies, if they must be filled, shall be filled by a rested Engineer on an extra board established under Article 13. If none, then by the Assistant Engineer on the job, if the employee is a certified engineer. If the Assistant Engineer is not a certified engineer, then the job will be filled by a qualified Engineer working as an Assistant Engineer who will be in a position to provide the least amount of service disruption to the customer. Please refer to Article 8E for applicable penalty claim.

(2) Temporary vacancies of Assistant Engineers, if they must be filled, shall be filled from the extra board. If there is none, they shall be filled by the junior, qualified Employee working another position with the Company under this Agreement.

(3) Additionally, for both Engineer and Assistant Engineer vacancies, known vacancies of five (5) or more days, may first be filled by the senior employee on the extra board making application. If no extra board employee makes application for such vacancy, the position will be filled by the extra board. The "hold down" on the vacancy shall become effective on the first workday of the vacancy and end on the last workday of the vacancy. When vacancies of unknown duration reach the sixth (6<sup>th</sup>) day, they too may be filled by the senior extra board

## ARTICLE 13

### EXTRA BOARD

A. The Company may establish, increase, decrease or abolish an extra board for Engineers and an extra board for Assistant Engineers, as it from time to time deems appropriate. If two separate extra boards are maintained, certified Engineers will not be placed on the extra board for Assistant Engineers. Extra board positions will be assigned by job bulletin as defined by Article 10.

B. RCL engineer qualifications will be identified on the extra board.

C. The extra board shall operate on a first-in, first-out basis, except when RCL engineer qualifications are required.

D. Extra board Employees shall be called for service between 2.0 and 2.5 hours before the time required to report for duty.

E. Employees on an extra board will be compensated a minimum pay of 11 times their basic daily rate per 14-day pay period, provided they are available for at least 11 starts within the same pay period. For each call missed or layoff (beyond the number of personal leave days acquired for the calendar year) by an extra board Employee in a pay period, the minimum payment shall be reduced by one-eleventh (1/11). Extra board Employees will be paid the rates shown in Article 4, for the service performed.

F. Extra board Employees will have time off in accordance with federal hours of service requirements.

G. Any employee held in service on the extra board in order to protect an anticipated vacancy while available and rested shall be entitled to a \$100 penalty claim, once per day.