

**Section (I)**

See Special Condition Agreements for yards at San Antonio, Lake Charles, Houston, New Orleans, Beaumont, Galveston, and Victoria which follows:

**Special Agreement #2 -- Beaumont****Section (A) Designated Location**

Beginning and Ending Day as per IGN Agreement.

**Section (B) Five Day Work Week**

Section (E), Item (5) of the Five Day Work Week Implementing Agreement is changed to read as follows:

"When vacancies occur in 'days off' periods, a bulletin will be posted for a period of seventy-two (72) hours and switchmen desiring same will so indicate in writing and the senior switchman applying will be assigned. Where more than one 'days off' vacancy is listed, switchmen bidding will state their preference. Pending expiration of the bulletin, vacancies on assignments as a result of such bulletining will be filled from the extra board. If no applications are received, the junior extra switchman will be advanced to the status of a regular switchmen, will assume the 'days off' period under bulletin, and cannot return to the extra board unless there is a switchman junior to him on the extra board.

Time for posting bulletin will be 12 Noon and assignment thereto will be made prior to 6:00 PM board marking time on the day bulletin expires, to be effective 12:01 AM the following day."

**Section (C) Handling of Switchmen**

- (1) No regularly assigned switchman will change from one position to another without giving six (6) hours' written notice to the proper authority in advance of 6:00 PM board marking time of the assignment on which he is making displacement, to be effective 12:01 AM the following day. When such notice is executed, he must remain in such position fifteen (15) consecutive calendar days unless displaced. Subsequent resulting displacement of other switchmen because of a switchman changing from one position to another under this item must be made within eight (8) hours after notification. If such switchmen fail to place themselves within eight (8) hours after notification, they will not be permitted to take service until after the elapse of twenty-four (24) hours from time of notification and then they will not be permitted to displace junior regularly assigned switchmen later than three (3) hours in advance of the starting time of the assignment upon which seniority is exercised.
- (2) A switchman off twenty (20) or more consecutive calendar days or a switchman displaced while on vacation upon return to service may exercise displacement rights by giving six (6) hours' written notice in advance of 6:00 PM board marking time of the assignment on which he is making displacement, to be effective 12:01 AM the following day. Subsequent resulting displacement of other switchmen because of the return to service of such switchmen under this item must be made within eight (8) hours after notification. If such switchmen fail to place themselves within eight (8) hours after notification, they will not be permitted to take service until after the elapse of twenty-four (24) hours from time of notification and then they will not be permitted to displace junior regularly assigned switchmen later than three (3) hours in advance of the starting time of the assignment upon which seniority is exercised.
- (3) A switchman vacating a permanent position will not be allowed to bid on the position he left until it has been filled and again becomes vacant, unless he has been displaced or his position abolished.



- (4) A displaced switchman who cannot be contacted for notification of displacement will be placed on the "bump board" until he places himself.
- (5) A switchman cannot make a displacement under any circumstances later than two (2) hours in advance of the starting time of the assignment upon which seniority is exercised.
- (6) When a permanent vacancy occurs or a new position is created, a bulletin will be posted for a period of seventy-two (72) hours and switchmen desiring same will so indicate in writing and the senior switchman applying will be assigned, subject to the provisions of Item (1). If no applications are received, the junior extra switchman will be assigned and cannot return to the extra board unless there is a switchman junior to him on the extra board. If, under this item, two (2) or more junior extra switchmen are assigned on the same day, they will be assigned in the order of their seniority choice, provided the junior extra switchman longest in service can be contacted before 6:00 PM board marking time, and if not, the junior extra switchman longest in service will be assigned the position with the earliest starting time.

The time for posting bulletin will be 12 Noon and assignment thereto will be made prior to 6:00 PM board marking time on the day bulletin expires, to be effective 12:01 AM the following day.

- (7) A regular switchman may revert to the extra board in the exercise of his seniority, but must remain on the extra board not less than thirty (30) days.

A regular switchman who has reverted to the extra board under this item, upon his return to a regular position, will not be permitted to again revert to the extra board under this item until after the expiration of thirty (30) days as a regular switchman.

This item does not apply to a switchman forced assigned.

- (8) A regularly assigned switchman who lays off for any reason during his tour of duty will not be permitted to work for twelve (12) hours, computed from the time he laid off.

- (9) A regular switchman who may lose one or more working days of his work week through no fault of his own, upon receipt of his request in writing, will be placed first out on the extra board at 12:01 AM, if fully rested at that time under the Hour of Service Act, or as soon thereafter as he becomes fully rested on the first day of only the days off period immediately following the work week during which the day or days were lost, and will remain on the extra board, taking his turn with extra men, but will not be permitted to work more days than were lost during that work week, nor be called to go on duty after 11:59 PM on the second day of his days off period, not be permitted to start a shift which would prevent him from being fully rested for his own assignment. If such switchman misses or refuses a call for work during that days off period, he will not be called or used during the days off period involved. Service performed under this item will be at the straight time rate.

Days made up under this item will count toward the 10, 11 or 12 days permitted in a pay roll period only if they are made up in the same pay roll period in which they were lost.

- (10) Extra switchmen will be worked first in, first out on a rotary basis in filling temporary vacancies of twenty (20) consecutive calendar days or less. Vacancies of more than twenty (20) consecutive calendar days will be considered permanent vacancies and will be bulletined on the twenty-first (21) consecutive calendar day.

**Note:** Vacancies created because of regular switchmen laying off for personal reasons, sickness or injury will be considered temporary vacancies and will not be bulletined until the twenty-first (21) consecutive calendar day. Vacancies created by regular switchmen



because of termination of employment for any reason or leave of absence by agreement will be considered permanent vacancies on the 1st day they are created and will be bulletined at the next 12 Noon.

- (11) Vacation will not constitute a vacancy in application of this agreement and will be worked in turn from the extra board.
- (12) Extra switchmen will be called by telephone as nearly as practicable one hour and thirty minutes (1' 30") before starting time of the assignment for which they stand and will be expected to protect their turn on the extra board. If an extra switchman misses or refuses a call between 5:00 AM and 6:30 AM for first shift, 1:00 PM and 2:30 PM for second shift, and 9:00 PM and 10:30 PM for third shift, thereby making it necessary to call another extra or emergency switchman for that service, he will be held off of the extra board for sixteen (16) hours, computed from the time he missed or refused the call, and then be placed last out on the extra board. When this occurs, it will not be considered a penalty.
- (13) Extra switchmen who do not have a telephone will call the individual handling the switchmen's board by 5:00 AM and again as often as necessary until 6:30 AM to protect their turn in filling vacancies on first shift, and by 1:00 PM and until 2:30 PM for second shift, and by 9:00 PM and until 10:30 PM for third shift. If such an extra switchman misses or refuses to accept call for service for which he stands, thereby making it necessary to call another extra or emergency switchman for that service, he will be held off of the extra board for sixteen (16) hours, computed from the time he missed or refused the call, and then be placed last out on the extra board. When this occurs, it will not be considered a penalty.
- (14) When an extra switchman misses a call at other than regular calling times, he will retain his standing on the extra board; however, if an extra switchman is contacted at other than regular calling times and refuses a call, he will be held off of the extra board for sixteen (16) hours, computed from the time he refused the call and then be placed last out on the extra board. When this occurs, it will not be considered a penalty.
- (15) An extra switchman who stands to double will be called to double, and if he refuses the call, he will be held off of the extra board for sixteen (16) hours, computed from the time the assignment on which he is working goes off duty, and this will not be considered a penalty.
- (16) An extra switchman will not be permitted to lay off for a period of time less than sixteen (16) hours, computed from the time he lays off.
- (17) For the purposes of this agreement, an extra switchman cannot exercise seniority over a regular switchman and an emergency switchman cannot exercise seniority over an extra switchman, regardless of their ages in service. An emergency switchman is defined as a regular switchman called for service on his days off or a regular switchman doubling on one of his scheduled work days due to extra board being exhausted and no regular switchmen available on their days off, or a regular switchman placed on the extra board to make up a day or days lost during his previous work week through no fault of his own.

#### **Section (D) Seniority and Promotion**

Regular switchmen (helpers) will notify the yardmaster in writing, with copy to local chairman of their desire to work as extra engine foremen.

In filling vacancies of engine foreman on regular engines, the senior regular helper on that crew making request will be used.



In filling vacancies as engine foreman on extra engines, including work trains and roadway machines, the senior regular helper on the shift who has indicated in writing that he is willing to be used as extra engine foreman, if needed, will be used at the pro rata rate.

If vacancies as engine foreman cannot be filled in the manner as described in Paragraphs (2) and (3) above, the senior available regular helper from another shift who has indicated in writing that he is willing to be used as extra engine foreman, if needed, will be used, at the pro rata rate, except that if the regular helper would have been paid at time and one-half rate for service performed on his regular assignment account working a second shift in twenty-four hours, he will be paid at time and one-half for service performed as engine foreman under this agreement on that calendar day.

If no regular helpers have requested engine foreman work as above described, the vacancies will be filled by a qualified switchman from the extra list.

This agreement applies to regular helpers only on scheduled working days of their work week.

This agreement will be subject to cancellation on twenty (20) days written notice by either party.

#### **Section (E) Switching Limits**

The yard limit board West of Beaumont on the Beaumont Subdivision was moved from Mile Post 282.85 to Mile Post 283.05, effective July 14, 1958, with the understanding that the four (4) mile limit contained in Article 10 (c) of the National Agreement covering Switching Limits would remain at Mile Post 282.85.

#### **Section (F) Moving In/Out Yard**

See Yard Agreement Article 18, Page 297 for moving between Road and Yard as per IGN Agreement.

#### **Section (G) Extra Switchmen**

Will be operated under Rule 17, Section H as modified.

### **Special Agreement #10— Galveston, Texas** (Removal Last Assignment of a Yard)

#### **Section A**

See Article V of the June 25, 1964 National Agreement in the Common Agreement (C-19, Page 268) which applies here.

#### **Section B Handling of Switchmen**

- (1) Regular switchmen laying off not later than three (3) hours before starting time of their assignment.
- (2) Regular switchmen reporting for duty after laying off will report not later than three (3) hours before starting time of their assignment.
- (3) Regular switchmen reporting for duty after laying off for more than fifteen (20) consecutive calendar days or from vacation will report not later than three (3) hours before starting time of their assignment.