

**Questions and Answers  
Guaranteed Combination Extra Boards  
Supplemental Extra Boards**

- Q1. How shall vacancies on the guaranteed extra boards be filled?  
A1. Initially by bulletin, then by requests of individual employees.
- Q2. In the event Carrier has no requests for extra board positions, how shall they be filled?  
A2. Inasmuch as such positions are considered must-fill; they will be filled in accordance with the provisions of Article 1 of the Crew Consist Modification Agreement dated December 1, 1988, as amended.
- Q3A. How shall the guaranteed extra boards be reduced?  
A3A. By cutting off the senior employee with request to be released. If no requests are on file, then employees will be removed in reverse seniority order.
- Q3B. How shall reductions from the extra board be handled in those situations where all trainmen possess a right, pursuant to Section 2, Paragraph C of the October 3, 1996 Crew Consist Agreement, to place on a Reserve Board.  
A3B. If all employees on a district are eligible to exercise seniority to a reserve board position pursuant to Section 2, Paragraph C, the Carrier will place the senior trainman with application for the Reserve Board onto the applicable reserve board. The resultant vacancy will be filled in accordance with existing agreement provisions. If there are no employees with application to the Reserve Board, the employee reduced from the extra board will be entitled a displacement in accordance with applicable rules.
- Q3C. How shall reductions from the extra board be handled in those situations where there are trainmen on the district who are not eligible to place on a Reserve Board?  
A3C. If there is a trainman on the district who is not, in accordance with Section 2, Paragraph C, eligible to exercise his/her seniority to a Reserve Board, the senior employee with request to be released from the extra board will be reduced. If no requests are on file, employees will be removed from the extra board in reverse seniority order. Employees removed from the extra board will be afforded a displacement in accordance with applicable rules. An eligible employee will not be placed on a Reserve Board until such time as all employees not eligible to place on a Reserve Board have been displaced and/or furloughed.
- Q4. Are the mileage/shift limitations for extra board employees as contained in Article 7 of the basic Crew Consist Agreement; and other similar extra board limitations; set aside by this Agreement?  
A4. Guaranteed extra boards, including supplemental extra boards; will be regulated in accordance with the provisions set forth in the Guaranteed Combination Extra Board/Supplemental Extra Board Agreement.
- Q5. Will the extra boards be regulated at substantially the same time on adjustment day?  
A5. Yes. Boards will be regulated generally between 8:00 a.m. and 12:00 noon.

- Q6. What is meant by the phrase "not available for service" in Article I, Section J?  
 A6. Failure to report after accepting call, etc.
- Q7. Would an employee laying off but marking up before losing his turn be charged with an occurrence?  
 A7. No.
- Q8. Under the provisions of Article I, Section L, what incidents or events will not count toward the two (2) occurrences of being unavailable resulting in forfeiture of the guarantee?  
 A8. Personal leave time, vacation time, absences at the request of the Carrier (e.g., court appearances and depositions, investigations, etc.), and Local Chairmen on union business.
- Q9. In Article I, Section L, what constitutes an "occurrence"?  
 A9. Each lay off or period of unavailability, regardless of duration, constitutes a separate occurrence.
- Q10. At what rate of pay will an extra employee called from the Combination Road/Yard Extra Board to fill a Yardman vacancy be paid?  
 A10. An extra employee called from one of the guaranteed extra boards will assume all the conditions and obligations of the position the employee is protecting. In the instant example, the employee called from the Combination Road/Yard Extra Board would, even though he/she is a qualified Conductor, would be compensated at rates applicable to the Yardman position he/she is required to fill.
- Q11. If an individual with a bump places on a Guaranteed Combination Extra Board (Road or Road/Yard) or on a Supplemental Extra Board (or Yard Supplemental Extra Board), who is to be reduced from the board?  
 A11. The senior employee with a request to be released from the board. If none, then the junior employee assigned to the board.
- Q12. May an individual with a bump place on a guaranteed (supplemental) extra board if there is no employee his junior assigned to the board?  
 A12. Yes, if there is an employee with a request to be released off the extra board.
- Note:** Questions 11 and 12 assume the number of positions of the board is not being changed.
- Q13. May an employee bid (bump, if applicable) from one Supplemental Extra Board (or Yard Supplemental Extra Board) to another Supplemental Extra Board (or Yard Supplemental Extra Board) at the same or different location?  
 A13. An employee may bid or bump from one Supplemental Extra Board (or Yard Supplemental Extra Board) to another Supplemental Extra Board (or Yard Supplemental Extra Board) if such exercises of seniority are consistent with applicable Agreement rules.
- Q14. Since an employee on a regular assignment may pass up his/her position and displace any employee his/her junior, does this apply to an employee assigned to a guaranteed extra board (or supplemental extra board) since such positions are now considered regular assignments?  
 A14. Yes, unless such employee is in forced status and there are no employees his/her junior.
- Q15. Are the guarantees set forth in Article I, Section G and Article II, Section C subject to application of the entry rate provisions?  
 A15. Yes. See Article I, Section H and Article II, Section D(2)
- Q16. Is an employee who is displaced from a guaranteed extra board required to displace immediately onto another guaranteed extra board at the same location in order to be eligible to receive the "bonus day" payment set forth in Article I, Section G, Paragraph 4?  
 A16. Yes, if, upon proper notification of the displacement by CMS, the employee displaces immediately onto another guaranteed extra board.