

Qualification Criteria for Promotion to Engine Service

The following standards apply when selecting candidates for Class 1 locomotive engineer training:

- (1) The candidate must be an active employee and conductor qualified in compliance with 49 CFR Part 242.
- (2) An employee is not eligible for promotion if on the date the class starts the employee's current discipline record indicates:
 - (a) The employee has committed a Critical or Cardinal Rule infraction, or comparable SIP triggering event, or Revocable infraction per 49 CFR Part 240/242 within the previous twelve (12) months, or
 - (b) The employee's current discipline level is 4 or higher (including conference, training, or comparable SIP triggering event) and such infraction was committed within the previous twelve (12) months.
- (3) An employee is not eligible for promotion if the employee did not work full time during the six (6) months prior to the class start date, or has an Attendance Policy violation on his/her discipline record.
- (4) An employee is not eligible for promotion if the Carrier's evaluation of his/her prior safety conduct as provided in 49 CFR Part 240, indicates an adverse record exhibiting a disregard for the safety of themselves or others.
- (5) An employee is not eligible for promotion if he/she has violated General Code of Operating Rule (GCOR) 1.5 within the previous twelve (12) months. An employee with a GCOR 1.5 violation more than twelve (12) months prior to the class start date will be considered if the employee has been cleared by the Carrier's E.A.P. An employee with two GCOR 1.5 violations is not eligible for promotion.
- (6) An employee must satisfy the requirements of 49 CFR Part 240, Qualification and Certification of Locomotive Engineers.
- (7) Subject to the Carrier's standards, legal obligations, service requirements, and the availability of qualified employees for promotion to engine service, employees will be selected in accordance with the applicable seniority agreements.

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