

## Guarantee

Q1. Is the 10+ hours undisturbed rest (UDR) considered unavailable time toward guarantee calculations?

A1. No

Q2. Is the 48/72 hours unavailable time due to working 6/7 consecutive days considered unavailable time toward guarantee calculations?

Q2. Yes

Q3. Will unavailability resulting from the 48/72 or 276 hour cap count both as an occurrence and hours toward guarantee forfeitures?

A3. Yes.

Q4. Will unavailability resulting from the 48/72 or 276 hour cap impact an employee's exposure to discipline under the TE&Y absenteeism policy?

A4. No.

Q5. May an employee request single day vacation or personal leave, if applicable, during the unavailable time (48/72 or 276 hour cap)?

A5. Yes. Consistent with current agreements and assuming the employee has single vacation days or personal leave days and the assignment qualifies for personal leave.

Q6. Some extra board agreements provide for a "free day" under certain conditions wherein an employee may take a day off

without deduction to his/her guarantee. Will these agreement provisions still be applicable?

- Q6. Yes. The unavailable time (48/72 or 276 hour cap) will impact the free day in the same manner as any other layoff. In other words, if an employee is observing unavailable time due to 48/72 or 276 hour cap, he/she would not be entitled to lay-off for a "free day".

### Consecutive Days

- Q1. Is deadheading, service as Yardmaster, service as Peer Trainer, attending T.S.C. training, or attending an Operation Red Block meeting, considered "initiating an on-duty period on a calendar day" toward the six (6) consecutive days?

- A1. No, unless during these activities covered service was performed.

- Q2. Is attending rules exams, court or investigations, vacation, personal leave, holidays (paid not worked), jury duty, bereavement leave, FMLA, days available but not worked, or HAHT considered "initiating an on-duty period on a calendar day" toward the six (6) consecutive days?

- A2. No.

- Q3. What happens to an employee's assignment if he/she has worked 6/7 consecutive days?

- A3. The employee will be in an unavailable status. His/her assignment and/or turn on the extra board will be handled in the same manner as when the employee is unavailable in any other laid off/unavailable status.

General:

Q1. When will the hours begin counting toward the 276-hour monthly service cap and limbo time?

A1. July 16, 2009.

Q2. When will the consecutive starts on consecutive days begin counting?

A2. 12:01 a.m. July 16, 2009. The first start on or after 12:01 am July 16, 2009 will be the initial start for counting six consecutive starts on six consecutive days.