

SUPPLEMENT NO. 4

REVISED GUARANTEED EXTRA BOARD AGREEMENT

(From Attachment "A-5" of the
November 6, 1998 Agreement)

Subject to the terms and limitations of this agreement, all engineers on the extra board at Kirk Yard or East Joliet will be provided a semi-monthly guarantee determined by multiplying \$125.00* by the number of days in the period, excluding days off taken under paragraph (c). This guarantee is subject to future general wage increases after January 1, 1999. The guarantee for an employee who is on an extra board for part of a semi-monthly period will be based on the number of days he is on the extra board, excluding days off.

- (a) If an employee's total compensation in engine service for a semi-monthly period (or such lesser number of days as he is on an extra board) is less than his guarantee, he will be paid the difference in the next pay period. Earnings in train or yard service will not be considered in determining an employee's guarantee entitlement.
- (b) If an employee is suspended as a result of disciplinary action, lays off at his own request, misses a call, or is not available for the full twenty-four (24) hours (except as provided in paragraphs (d) and (e) hereof), his guarantee will be reduced by \$125.00* per day, as adjusted.
- (c) Employees on an extra board will be granted one day off per week, subject to the following terms and conditions:
 - 1. Each week, employees may select a day to be off during the following workweek. Employees will be assigned their choice of a day off based on seniority, recognizing that days off must be distributed over the entire seven-day period (Sunday-Saturday). Days off will be assigned by 5:00 p.m., Friday, for the following week.

*subject to applicable entry rate provisions

- 2. An employee's day off will begin at 7:00 a.m. on the day selected and end at 6:59 a.m. the following day. If an employee ties up after 7:00 a.m. on his scheduled day off, his day off will be the 24 hour period

beginning when he ties up.

3. An employee who is filling a temporary vacancy will assume the rest day(s) of the assignment and will not take his previously selected day off.
 4. Employees have no obligation to protect calls on their day off and will not be censured or disciplined in any manner for not being available on their day off, nor does the carrier have any obligation to call employees on their day off.
 5. Employees who accept calls on their day off will be paid at the applicable straight time rate, except as otherwise provided in Section 6 (a) of the Five-Day Workweek Agreement.
 6. Employees who do not select a day off for the following week will remain on the board for that entire week and be called in their regular turn.
- (d) In the application of the guarantee, an employee who voluntarily exercises his seniority from a regular assignment to an extra board will be credited with a full calendar day of availability on the date he marks up as available for service, provided he marks up prior to 6:00 a.m. and remains marked up for the remainder of the day. An employee forced to an extra board will be credited with a full calendar day of availability with respect to that date, provided he marks up promptly after being so notified.
- (e) In the application of the guarantee, an employee voluntarily exercising his seniority from an extra board to a regular assignment will not be credited with a day of availability unless he was marked up on the extra board for at least eighteen (18) hours on that date. An employee displaced from the extra board will be credited with a full calendar day of availability with respect to the guarantee for the date displaced, provided he exercises his seniority to another assignment promptly after being notified of his displacement.
- (f) The carrier may draft up to two engineers per week from the extra board at Kirk Yard to the extra board at East Joliet, or vice versa, when additional engineers are needed for the week at the other terminal. Extra board

engineers will be drafted in reverse order of seniority, but will be released in seniority order to return to their home terminal.

- (g) An extra board engineer who is drafted to the other terminal will be permitted to exercise his seniority in accordance with the provisions of Article 17, provided he does so promptly after being notified of being drafted, but he will be restricted to exercising his seniority to an assignment or vacancy at the terminal to which he has been drafted, and that will be considered his new home terminal.
- (h) This agreement replaces and supersedes the guaranteed extra board agreement between the parties dated June 30, 1993.