

TRIP RATE

QUESTIONS AND ANSWERS

The establishment of trip rates does not affect elements of pay not included in the calculation of trip rates, such as: reduced crew allowance, called and not used, difference in pay when used outside of your pool, used off assigned territory, etc.

I. AN EFTR IS PAYABLE WHEN:

- A. An employee in assigned (carded) pool service or unassigned pool service who deadheads or operates a train from the home terminal to the away-from-home terminal and then operates a train or deadheads back to the home terminal, all during the same tour of duty, will be compensated an EFTR. In the event there is not an EFTR in place, until an EFTR is in place, the EFTR will be twice the ETR.
 - 1. When deadheading in assigned (carded) pool service or unassigned pool service to the away-from-home terminal and takes rest, the employee will be paid the ETR for the deadhead.
 - 2. When a pool or carded employee is relieved at the away terminal and takes rest, if called to deadhead home, the ETR will apply.
- B. An employee in assigned (carded) pool service or unassigned pool service is to be compensated an ETR when operating a train from the home terminal to the away-from-home terminal. A second ETR will be paid if that pool employee then turns with a train at the away-from-home terminal to the home terminal.
- C. An extra crew called according to the CBA in place of an assigned (carded) pool crew or an unassigned pool crew will be compensated the ETR or EFTR of that assigned (carded) or unassigned pool crew.

II. DEADHEADING IN CONNECTION WITH FILLING OUTLYING ASSIGNMENT VACANCIES.

- A. Extra employees accept the conditions of the assignment they are called to work. Extra employees, therefore, when filling a vacancy on an assignment with an established ETR, will be compensated the ETR of that assignment.
 - 1. When an extra employee is deadheaded to an outlying point to take rest prior to performing service, the deadhead pay will be equal to the ETR of the job that the employee is deadheading to protect.

2. When an extra employee, after taking rest, is deadheaded from an outlying point assignment, with an ETR, back to the extra board location, payment for deadheading will be handled in the following manner:

- (a) Pre-November 1, 1985 employees paid a basic day.
- (b) Post-October 31, 1985 employees paid for time consumed.

This is paid in the same manner as before ETR.

B. An extra employee deadheaded to or from an outlying assignment with no break in service is to be compensated actual time consumed at the minimum basic day rate for the class of service of the assignment the employee was deadheaded to work. The employee will be compensated the ETR for service performed during the assignment's tour of duty. In this example, the travel time from the extra board location is one hour and thirty minutes to the outlying point.

Example: An Extra Board employee is called to deadhead to an outlying point at 8:00 a.m. and the assignment is a five-day road switcher that went on duty at 9:30 a.m.

Q1: What would the extra board employee be paid?

A1: One hour and thirty minutes pro-rata of the minimum basic day and the ETR of the assignment for the tour of duty worked.

Q2: What would the extra board employee be entitled to when relieved on the last day of the outlying vacancy (not a single day outlying vacancy) and instructed to deadhead home?

A2: The ETR of the assignment for the tour of duty worked, and one hour and thirty minutes pro-rata of the minimum basic day for the deadhead. The example assumes this employee is the last employee deadheaded from the assignment.

Q3: In the above two example questions, what would the extra board employee be paid if he/she were called to work the assignment for one day only?

A3: Three hours pro-rata of the minimum basic day for the deadhead, i.e., one hour and thirty minutes pro-rata for the deadhead to the assignment, and one hour and thirty minutes pro-rata for the deadhead from the outlying location to the extra board location. The employee would be compensated the ETR too for service performed during the assignment's tour of duty.

III. RELIEF SERVICE AND TRIP RATES

Q1: If an employee working in assigned (carded) pool service or unassigned pool service performs service from the home terminal to the away-from-home terminal, and then performs relief service at the away-from-home

terminal, beyond switching limits (within his/her assignment limits), what payment is due?

- A1: An ETR for the service performed terminal to terminal, and an ETR for the relief service. Both ETR's are paid the ETR of the pool/assigned service in which the employee is assigned.
- Q2: If an employee working in assigned (carded) pool service or unassigned pool service performs relief service at his home terminal (beyond switching limits), and then operates a train to the away-from-home terminal, what payment is due?
- A2: An ETR for the relief service and an ETR for the service performed terminal to terminal. Both ETR's are paid the ETR of the pool/assigned service in which the employee is assigned.
- Q3: If called in relief service at the away-from-home terminal, outside switching limits, but within the assignment's bulletined limits, and returns to the away-from-home terminal and subsequently deadheaded home, what payment is due?
- A3: If pool is less than a basic day, the ETR of the pool/assigned service in which the employee is assigned. If the pool is greater than a basic day, the ETR for the relief service and an ETR for the deadhead.
- Q4: If an employee in assigned (carded) pool service or unassigned pool service is used in relief service at the home terminal, within the pool's bulletined limits, and is subsequently deadheaded to the away-from-home terminal, what payment is due?
- A4: If pool is less than a basic day, the ETR of the pool/assigned service in which the employee is assigned. If the pool is greater than a basic day, the ETR for the relief service and an ETR for the deadhead.
- Q5: If an employee in assigned (carded) pool service or unassigned pool service performs relief service beyond the bulletined limits of his/her pool and then performs service to, or is deadheaded to the home or away-from-home terminal, what payment is due?
- A5: A penalty day for the relief service beyond the bulletined limits of the employee's pool and an ETR for the deadhead or service to the home or away-from home terminal.

NOTE: The intent of the above is to compensate employees an ETR where they would have otherwise qualified for a "PH" claim prior to the establishment of trip rates. Employees must still qualify for a "PH" claim in order to be compensated an ETR, too.

IV. SHORT TRIPS AND TURNAROUNDS (ARTICLE 4 E 2)

- Q1. How will employees be compensated under the Trip Rate principle when called in short turnaround service when required to depart the initial terminal after being on duty eight hours?
- A1. Another Trip Rate would be due for starting a new day under the short trip and turnaround rule.
- Q2: How will employees be compensated under the Trip Rate principle when called in short turnaround service and exceed the mileage limitation for all trips?
- A2. Another Trip Rate would be due for starting a new day under the short trip and turnaround rule.