

UNION PACIFIC RAILROAD TE&Y ATTENDANCE POLICY

Effective July 1, 2024

Union Pacific Train, Engine, and Yard Service (TE&Y) employees are expected to protect their job assignments on a full-time basis. Unanticipated absence(s) from work -- particularly, a missed call and/or no show -- negatively impacts operations, commitments to shippers, and a co-worker's ability to plan for off time activities. An employee who is unable to work full-time and protect their employment obligations may be considered in violation of this Policy regardless of the explanation offered. This policy will allow employees to monitor their own attendance based on a predetermined points-based system.

Employees have many opportunities to access approved layoffs and/or rest and should utilize approved layoff options whenever possible. Approved layoff options under the applicable Collective Bargaining Agreement, laws, regulations, or company programs may include, but are not limited to:

Paid Vacation (LV)	Family Medical Leave (FL)
Personal Leave Days (PL)	Rest/Off Days (WR/OF)
Medical Days (MD)	Medical Leave of Absence (HP)
Paid Sick Days (PS)	Military Leave (LY)
Additional Day (AD)	Operation RedBlock
Bereavement Leave (BV)	Extended Bereavement Leave (EB)
Jury Duty (LJ)	Federal Requirement (FR)
Extra Rest (XR)	Free Day (FD)
Leave of Absence (LA)	

In addition to the options above, employees can manage unexpected events with unexcused layoffs within the points-based system outlined in Section 1, including the opportunity to earn credits.

Under the points-based system, layoffs accumulating 28 or more points may be charged as a violation under this Policy. Layoff events will automatically age-off the employee's attendance record after 91 days.

It is the employee's responsibility to notify their manager in advance of layoffs and to retain documentation related to absences from work. However, notification and documentation alone do not excuse employee's responsibility to protect their job on a full-time basis. In the event an employee believes the accumulation of points calculated are not accurate, the employee may submit a TRM ticket for consideration.

Section 1: Point Based Policy Guidelines

As professionals, Union Pacific employees are expected to report for work on-time and ready to perform service. Points will accumulate on an employee's attendance record based on the following matrix:

Type of Layoff	Supplemental Boards	All Other Assignments/Boards			All Boards
		Weekday	Weekend	Holidays	Layoff on Call
Sick (LS)	15	7	9	12	Accumulate Two (2) Additional Points
Sickness in Family (LK)					
Personal (LP)					
Evading Assignment (EA/EA)					
License Expiration (LX)					
Excessive Leave (EL)					
Pending Rules (PR/CA)					
Missed Call (MC)	15	12			
No Show (LN)					
After Call (LW)					
Refused Call (RF)					

- (a) If an employee accumulates twenty-eight (28) or more points within a rolling ninety (90) day period, the employee may be charged with a violation of this Policy:

1. An Employee may be charged with a "First Offense" for violation of this policy. Any formal investigation will be conducted in accordance with the appropriate Collective Bargaining Agreement.

If the charge is substantiated, the assessed "First Offense" will remain on the employee's record for a retention period of thirty-six (36) months. Should the employee elect to waive the employee's formal investigation, the retention period will be reduced to twenty-four (24) months.

2. Should an employee accumulate twenty-eight (28) or more points within the retention period for the "First Offense," the employee may be charged with a subsequent violation of this policy and removed from service pending a formal investigation. Any formal investigation will be conducted in accordance with the appropriate Collective Bargaining Agreement.

If the subsequent charge is substantiated, the employee will be permanently dismissed from service with Union Pacific.

Retention periods under this policy are independent of and separate from retention periods computed under other discipline policies.

- (b) Employees have the opportunity to reduce their points during a “credit period.” For purposes of this Policy, a “credit period” consists of fourteen (14) compensated on-duty events without a reset layoff status. Any layoff status that is not considered a “neutral status code” will break the credit period. Refer to the TE&Y Attendance Policy Frequently Asked Questions (FAQs) for definition of credit eligible and neutral status codes.
1. An employee working a regular job (non–pool, non-extra board) with assigned start times or an employee assigned to an AWTs/CRTB board may “earn” up to two (2) credit points for each qualifying “credit period.”
 2. An employee working on a board with a work/rest schedule may “earn” up to two (2) credit points for each qualifying “credit period.”
 3. An employee working a board/assignment other than assignments described in paragraphs 1 and 2 of this section may “earn” up to four (4) credit points for each qualifying “credit period.”
 4. Points earned cannot be banked for future use, and an employee’s total points cannot be less than zero (0).

Section 2: Additional Guidelines

- (a) For purposes of this Policy, any layoff status that occurs on Friday, Saturday, or Sunday (including a portion thereof) will accumulate weekend points.

Example: If an employee lays off at 0300 Thursday and marks up at 0300 Friday, this will be considered a weekend layoff. If an employee lays off at 2200 Sunday and marks up at 2200 Monday, this will be considered a weekend layoff.

- (b) For purposes of this Policy, any layoff on call will accumulate an additional 2 points.
- (c) For purposes of this Policy, each layoff that encompasses a twenty-four (24)-hour period, or portion thereof, will accumulate points per the matrix in Section 1.
- (d) For purposes of this Policy, Union Pacific recognized holidays and other peak days (including a portion thereof) determined by management will be counted as “holidays.” Refer to the FAQs for a list of holidays and peak days.
- (e) Approved leave days will not be considered as an absence under this Policy for purposes of accumulating points. Approved leave days include qualifying bereavement, jury duty, an approved leave of absence, medical leave, family medical leave (FMLA), USERRA military leave, absence(s) for union business in accordance with the employee’s respective Collective Bargaining Agreement, medical day (MD), additional day (AD), paid sick leave (PS), authorized personal leave (PL) days and vacation days (LV).
1. LS, LK, and LP layoffs that are not authorized, but rather paid in accordance with a collective bargaining agreement provision for an employee to “burn” available paid leave are not considered approved layoffs under this Policy and will accumulate points as outlined in the matrix in Section 1 above.

2. Conditionally approved FMLA/MLOA absences may be converted to "unexcused" absences if the request for leave is not approved by Health & Medical. Under these circumstances, points may accumulate under the appropriate layoff type (LS, LK or LP) as outlined in the matrix in Section 1 above. For more information, see FAQs.
3. Conditionally approved Bereavement (BV) and Extended Bereavement (EB) may be converted to "unexcused" absences if the employee does not provide Timekeeping with documentation to support the requested leave. Under these circumstances, points may accumulate under the appropriate layoff type (LS, LK, or LP) as outlined in the matrix in Section 1 above. For more information, see FAQs.

TE&Y Attendance Frequently Asked Questions

Effective July 1, 2024

General

1) Who is governed by the revised TE&Y Attendance Policy (Policy)? The revised Policy applies to all TE&Y (train, engine, and yard) agreement professionals.

2) Why did the TE&Y Attendance Policy change March 1, 2020 to a points-based Attendance Policy? The Policy was revised at that time to respond to employee requests for clear and transparent attendance requirements.

3) What changes have been made in the revision effective July 1, 2024 and how will the transition period be administered? The revised Policy changes include:

- Evading Assignment (EA/EA), License Expiration (LX), Pending Rules (PR/CA), and Excessive Leave (EL) layoff types will accumulate points.
- Credit period definition changed to fourteen (14) compensated on-duty events without a reset layoff status.
- Layoff on call will accumulate an additional 2 points per occurrence.
- Any layoff status that occurs on a Holiday/Peak day (including a portion thereof) will accumulate Holiday/Peak day points. For example, an employee lays off on Wednesday, July 3 at 0800 for 24 hours, marking up on Thursday, July 4. The July 3 layoff will accumulate holiday points, not weekday points.
- Free Day (FD) and Leave of Absence (LA) have been added to the chart listing layoff options.
- FAQs have been adjusted to reflect the updates to Health & Medical Service's leave management process.
- A FAQ has been added to address handling of Operation RedBlock layoffs.

The transition period will be handled as follows:

- Points accumulated on an employee's record on July 1, 2024 will remain (i.e. points will not reset). For example, if an employee has 7 points on June 30, the employee will continue to have 7 points on July 1, 2024, unless the points age off or the employee earns a credit on July 1, 2024.
- Points will not be adjusted retroactively. For example, a layoff on call prior to July 1, 2024, will not be adjusted retroactively.
- All credits will be prorated on July 1, 2024 as follows:

Four Point Credit Transition	
1-7 earned credit days	2 credits
8-14 earned credit days	4 credits
Two Point Credit Transition	
1-7 earned credit days	1 credits
8-14 earned credit days	2 credits

4) Was the Policy negotiated with the Unions? No. Company Attendance Policies are established at the discretion of the Carrier and are not negotiated.

Determining Points & Monitoring Attendance

5) How do employees monitor their own attendance based on the points-based system?

Employees may monitor their own attendance through the MyUP portal page or manually using the matrix in Section 1 of the Policy.

6) What happens if an employee moves to/from a Supplemental Board and lays off? Points will accumulate based on the employee's assignment at the time of the layoff.

7) What about temporary assignments? If an employee lays off while working a temporary assignment, the employee will accumulate points associated with the assignment the employee is working as well as credits.

8) How does an employee request an authorized medical leave of absence (FMLA/MLOA) from work? Employees needing a medical leave of absence may request a leave through the eHealthsafe portal. All requests for leave should be made in a timely manner as leaves will only be backdated in extenuating circumstances. Leave Management will make the final decision on the employee's eligibility for a medical leave of absence. Any time conditional FMLA/MLOA is revoked (meaning the employee has failed to provide the requested certification within the timeframe allowed by Union Pacific), the conditional leave days revert to unexcused absences and may accumulate points under this Policy. Employees who use FMLA/MLOA leave for other than its intended purpose may be subject to discipline, up to and including dismissal from Union Pacific.

- MLOAs are only granted for four or more consecutive days off. For absences three days or less, employees should utilize PS Days, MD Days, other compensated days subject to availability (LV, PL) and/or the appropriate non-compensated layoff status which will accumulate points.
- MLOAs should always be made prior to returning to work and late requests entered into the system may be denied and points may accumulate.
- Requests can be made up to 30 days prior to a MLOA start date.

9) Where can employees find assistance for extenuating circumstances preventing them from reporting to work? The following lists Union Pacific resources employees can contact for guidance or assistance:

Resource	Method	Contact Information
<i>Employees needing a medical leave of absence can request a leave through:</i> • eHealthSafe portal (Access eHealthSafe from the UP Homepage by clicking on TOOLS > SAP Portal (ePayroll) > eHealthSafe OR from UP.com by clicking on Employees > more > ePayroll) <i>If leave is related to mental health or substance abuse, contact the Employee Assistance Helpline (1-800-779-1212)</i>		
Employee Assistance Program (mental health and substance abuse)	Help Line	1•800•779•1212
Operation RedBlock (for use while under the influence of drugs and/or alcohol)	Help Line	1•866•311•7255
Drug and Alcohol Info Line	Help Line	1•800•840•3784
Peer Support (need support from peers)	Website	https://employees.www.uprr.com/e/labor/peer/peer-support-contacts/index.htm
Health & Wellness Services	Website	Overview - Union Pacific (uprr.com)
Family Medical Leave (FMLA)	TRM Ticket	FMLA Ticket System https://employees.www.uprr.com/emp/it/oss/secure/tckt/tckt_for_me.cfm?sys_id=hr

10) What is the definition of a credit period? Fourteen (14) compensated on-duty events without a reset layoff status. Note: For purposes of the credit period, if an employee shows on duty multiple times during the same tour of duty, for example: flips a train (deadhead/train trip; train trip/deadhead, train trip/train trip, etc.), that will count as one on-duty event.

11) What statuses count toward, are neutral, or reset a credit period?

- **Statuses that count toward a credit period:** OD (On Duty)
- **Statuses that are neutral for purposes of the credit period:** OS/CI (Company Business/ Critical Incident), VI (Voluntary Involvement), OF (Off Day), RD (rest day), WR (Work/Rest), OK (Okay to Work), FR/FZ (Federal Requirement), CS (Class Scheduler), HI (Held In), FX (System Fix), TT (Travel Time), TW (Temporary Work), EA/FX (System Fix), EA/LV (System Vacation Fix), LM (Layoff Miles) and LB/FB (Layoff Bump/Forced Bump (if marked up within 24 hours or less). PL (Personal Leave), LV (Vacation), BV (Bereavement, and AD (Additional Day) (excluding burn days, if applicable) are also considered neutral.
- **Any other status not listed above** will reset the credit period, including approved leave days regardless of the type or reason.

12) If an employee worked a combination of regular and non-regular assignments during the credit period, how many credits does the employee receive? The number of credit points will be determined by the type of assignment the employee worked on the 14th on-duty event.

Example 1: An employee is assigned in pool freight service and accumulates 13 on-duty events towards the credit period. The employee makes a seniority move to a job with assigned rest days and works the 14th on-duty event on a regular assigned job. The employee would earn 2 credits.

Example 2: An employee is assigned to a regular job with rest days and accumulates 13 on-duty events towards the credit period. The employee makes a seniority move to pool freight service and works their 14th on-duty event. The employee would earn 4 credits.

13) How many credit points can employees on a board with a work/rest schedule earn?
Two (2) points.

14) When does LB/FB status reset the credit period? When an employee remains in LB/FB status longer than 24 hours, the credit period will reset. The twenty-four (24) hour period starts from the time bumped (placed in LB status) or released from federal rest and/or returned to the home terminal. If an employee places their bump within 24 hours, LB/FB status will be considered neutral.

15) Does PL, LV, BV and/or AD (excluding burn days) reset the credit period? No.

16) Does PS, MD, EV, VE, and/or EB reset the credit period? Yes.

17) If an employee lays off during an on-duty event, does that work event count toward the credit period? No and points will accumulate per the Matrix in Section 1 of the Policy.

18) What days are considered holidays and peak days under this Policy? Holidays and peak days include the following actual calendar days (not the observed days):

New Year's Day	Super Bowl Sunday	President's Day	St. Patrick's Day
Good Friday	Mother's Day	Memorial Day	Father's Day
Independence Day	Labor Day	Halloween	Thanksgiving Day
Day after Thanksgiving	Christmas Eve	Christmas Day	New Year's Eve

Note: Any layoff status that occurs on a Holiday/Peak day (including a portion thereof) will accumulate Holiday/Peak day points.

Example: An employee lays off on Wednesday, July 3 at 0800 hours for 24 hours, marking up on Thursday, July 4. The July 3 layoff will accumulate holiday points, not weekday points. If the employee lays off again on Thursday, July 4, holiday points will also accumulate for the July 4 layoff.

19) Will points be compounded (i.e., employee lays off on a holiday that falls on the weekend)? Points will accumulate based on the highest value for the occurrence. For example, if a holiday is on a weekend and the employee is on an extra board assignment, twelve (12) points (holiday/peak day layoff) will accumulate for a LS, LK or LP layoff.

20) If an employee is laid off for three (3) consecutive days, is that considered one occurrence? No. An employee will accumulate points for each 24-hour period, or portion thereof, that the employee is laid off.

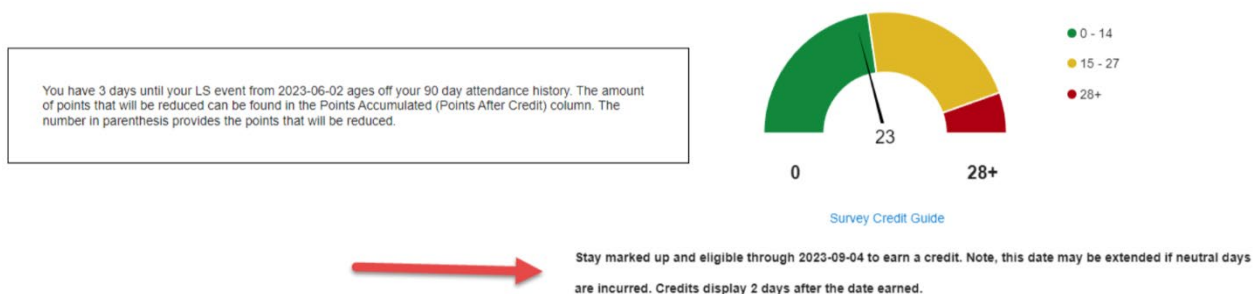
Example: Employee assigned to a non-supplemental board lays off sick at 0200 hours on Wednesday. The employee extends their layoff through Friday 0200 hours. The employee would accumulate sixteen (16) points (16 total points = 7 LS weekday + 9 LS weekend).

21) Why are points the same for all assignments/boards except for supplemental boards? Supplemental boards have different work requirements and characteristics. Employees have access to approved time off and the policy allows for reasonable layoffs. Unapproved absences cause undue hardship for other employees and the Carrier's ability to protect business.

22) Why would an employee not receive full points for each qualifying credit period? The employee's total points cannot be banked for future use or be less than zero (0). For example, if an employee's total points are at one (1) on the date the credit is earned, the employee would receive a one (1) point credit.

23) When does a layoff event "age-off" an employee's record, and how does this affect total points? Layoff events will age-off the Attendance Monitor after 91 days. Any points accumulated with the 91-day old layoff that have not been previously reduced by a credit will also age-off after 91 days. For example, a 9-point layoff that has been reduced to 5 points after earning a 4-point credit will age-off after 91 days, and the employee's total points will be reduced by 5 instead of 9 on day 91. See examples below.

Example A: The 6/2 layoff will age off in 3 days. The 6/2 LS accumulated 9 points but has been reduced by a credit to 5 points (see Points after Credit). When the 6/2 layoff ages off, the employee's total points will be reduced by 5 points.



Attendance Status		Retention End Date		Total Points Accumulated	
None		-		23	

Date	DOW	Status	Points Accumulated (Points After Credit)	Point Adj De
2023-05-31	1 WEDNESDAY	LV	N	
2023-06-01	THURSDAY 2	LV	N	
2023-06-02	FRIDAY 3	OK	0	
2023-06-02	FRIDAY	LS	9(5)	
2023-06-03	SATURDAY	OK	0	

Example B: Employee History	Points Accumulated (Points After Credit)	Total Points
Absent Fri April 21	9 (5)	9
5/20 Credit	-4	5
Absent Sun May 21	9	14
91 days from April 21	-5*	9
91 days from May 21	-9	0

*While the 4/21 layoff ages off, there is a 5-point reduction as the 4/21 layoff had previously been reduced to 5 with the 5/20 credit.

Example C: Employee History	Points Accumulated (Points After Credit)	Total Points
Absent Tue April 4	7 (0)	7
Absent Fri April 21	9 (4)	16
5/20 Credit	-4	12
Absent Mon May 22	7	19
6/14 Credit	-4	15
6/29 Credit	-4	11
91 Days from April 4*	No reduction*	11
91 days from April 21**	-4**	7
91 days from May 22***	-7	0

*While the 4/4 layoff ages off, there is no point reduction as the 4/4 layoff had previously been reduced to 0 points with the 5/20 credit and 6/14 credits.

**While the 4/21 layoff ages off, there is only a 4-point reduction as the 4/21 layoff had previously been reduced to 4 with the 6/14 and 6/29 credits.

24) If an employee believes points are calculated incorrectly, what should the employee do? Employees should submit a TRM ticket from the MyUP Portal requesting review and/or clarification. If points are accrued inaccurately due to errors, points can be corrected after review. Please note that this is for Attendance points related issues only. The attendance ticket system is not for CBA questions, notification of sickness, request for a MLOA, request for FMLA, time claim questions or statements. Professional communication is expected at all times.

25) What happens when an employee works the same day that they had a Missed Call (MC), Refused Call (RF), or No Show (LN)? An employee's points may be reduced to the number of points accumulated for a normal layoff (i.e., LS, LK, LP) if an employee accepts a call for service within six (6) hours. The six (6) hours is calculated from when the employee is miss called, refused call, or no show start time to the time that the employee accepts the next call for service.

Note: It is the employee's responsibility to take their call on time/first time as required by their CBA. The Carrier is not obligated to mark the employee up early, and there is no guarantee another job will be available to work in order that points will be reduced.

26) If a Thursday Miss Call is eligible for point reduction per FAQ25, will the point reduction reflect weekend or weekday points? Weekday points will be reflected if the employee accepts the call prior to Midnight. Weekend points will be reflected if the employee accepts the call after 0000 Friday.

27) Has the process for granting PL/LV days changed? The process for requesting and approving PL/LV days has not changed and is granted based on supply/demand and business needs.

28) How do employees know how many days they've earned toward their next credit? An example of the message provided in the attendance monitor regarding days earned toward next credit is below.

As of 07-10-2024, you have earned 5 of 14 required on duty compensated work events toward your next credit.
Credits display 2 days after the date earned.

Attendance Status	Retention End Date	Total Points Accumulated	Period Start	Period End
Attendance 1	2024-12-07	24	2024-04-13	2024-07-10

29) When will an earned credit display? Employees should remember credits display two days after the date earned. Credits are earned upon tie-up from an on-duty work event. If the employee's tie-up is August 15, the credit will display on the employee's attendance monitor record on approximately August 17.

30) If an employee has mitigating circumstances or documentation supporting the reason for any absences for which an employee has accumulated points, may an employee provide that information and have the points removed? The Policy allows for occasional layoffs up to twenty-seven (27) points in a 90-day rolling period. There is no need to provide documentation in the TRM tickets for any absences that have accumulated less than twenty-seven (27) points. A review of an employee's absences for purposes of potential discipline does not occur unless an employee exceeds twenty-seven (27) points. Notwithstanding, documentation alone does not excuse an employee's responsibility to protect their job on a full-time basis.

31) If an employee utilizes LP for bereavement that does not qualify under the CBA, will points accumulate? Yes. For non-qualifying, non-compensated bereavement, LP will accumulate points as defined in the matrix in Section 1 of the Policy. An employee may request CMS to use compensated leave (PL, LV) but request for compensated leave will be subject to business needs (supply and demand). Bereavement leave (BV) is only to be utilized in accordance with an employee's CBA and for qualifying family members. Currently, agreement provided qualifying family members include: brother, sister, parent, child, spouse, or spouse's parent. If the applicable agreements change regarding covered family members, the applicable agreement will govern. If documentation does not support the death of a qualifying family member, the bereavement leave may be revoked, and points accumulated under the Policy.

32) How much time does an employee have to turn in their documentation for bereavement leave to Timekeeping before bereavement is revoked and points are accumulated? Employees are expected to submit documentation in accordance with Timekeeping's established procedures. Failure to submit documentation in compliance with that policy/procedure which results in Timekeeping's recovery of pay for bereavement may result in points accumulated under the Policy. Absences may be converted to "unexcused" absences. Points may accumulate under the appropriate lay off type (LS, LK or LP) as outlined in the matrix in Section 1 of the Policy.

33) If an employee is charged for an alleged first offense and has not had a hearing yet, will the employee still accumulate points for layoffs? Yes. After a First Offense charge is issued an employee will begin a new review period with zero (0) points. If an employee lays off within the new review period, they will accumulate points as defined in the matrix in Section 1 of the Policy. If an employee accumulates 28 points, another charge may be issued. If charges are sustained, an employee may be assessed a First or Second Offense-Dismissal pending the outcome of the preceding charge.

34) If an employee is paid PS/LV/PL concurrently for FMLA and then the FMLA is revoked, will the unexcused FL days accumulate points? A revoked FMLA day will accumulate points even if a PL or LV day is utilized. If the revoked FL day utilized a PS day, the absence will not accumulate points.

35) If an employee requests a paid sick day (PS) and marks up early, will the employee be able to request the PS day back? No.

36) If an employee has converted a vacation day to a paid sick day (PS), will it reset the credit period when used? Yes. PS status resets the credit period.

37) Can an employee request a PS day after accepting a call? No. Laying off after accepting call (LW) will not be converted to a PS day.

38) Can PS days be reverted to HP days if the employee is eventually provided a MLOA? No. Once PS days are utilized, they will not be removed/reverted unless there is a system/technical issue.

39) Can an employee request that PS days not be paid concurrently with FMLA layoffs? No. PS days will be paid concurrently with FMLA layoffs until all PS days are exhausted.

40) Will points accumulate for an Operation RedBlock (ORB) layoff? Layoff details are confidential; however, points will accumulate. ORB layoffs are recorded as a sick day (LS). If, however, any Paid Sick (PS) days are remaining they will be used prior to a LS day. PS days will not be reinstated. The employee will be responsible for creating a TRM ticket to request a review of the layoff. If it qualifies for points to be reinstated, it must be submitted **prior** to the employee's notice for investigation.

41) When will points accumulate for Evading Assignment (EA/EA)? Employees will be placed in EA/EA status, prior to being forced, when their bump expires and they had junior employees to displace or when an employee has avoided notification for 24 hours after the first attempt. Points will accumulate for each day (or portion thereof) in EA/EA status per the Matrix in Section 1 of the Policy under All Other Board Assignments.

42) When will points accumulate for License Expiration (LX)? It is the individual employee's responsibility to ensure their certification is kept current to avoid a possible interruption in service eligibility. If an employee fails to complete all requirements for certification and their license expires, employee will accumulate points for each day (or portion thereof) in LX status. If the employee does not have a current board assignment, points will accumulate per the Matrix in Section 1 of the Policy under "All Other Board Assignments."

43) When will points accumulate for Pending Rules (PR/CA)? It is the individual employee's responsibility to timely complete all training (on-line and in classroom). If an employee fails to complete required training prior to the deadline, they are placed into PR status and will remain in that status until training is complete. Employee will accumulate points for each day (or portion thereof) in PR status. If the employee does not have a current board assignment, points will accumulate per the Matrix in Section 1 of the Policy under "All Other Board Assignments."

44) When will points accumulate for Excessive Leave (EL)? If an employee's request for a Medical Leave of Absence is denied or revoked, employee will be placed in excessive leave (EL) status pending Health & Medical receipt and approval of documentation to support the employee's return to work. Each day (or portion thereof) in EL status will accumulate points. If the employee does not have a current board assignment, points will accumulate per the Matrix in Section 1 of the Policy under All Other Board Assignments.

45) When will the additional two points accumulate for layoff on call for pool, extra and supplemental boards? When layoff occurs while being actively called to work.

Example: A train is prompted on Tuesday with an on-duty time of 0800 hours with a 90-minute call time. CMS begins calling an employee assigned to a pool freight board at 0630 hours to work this train. The employee being called lays off sick (LS) at 0645 hours. The employee will accumulate 2 additional points. For a 7-point layoff, the layoff would accumulate a total of 9 points.

46) When will the additional two points accumulate for layoff on call for assigned jobs?

For assigned jobs, layoff occurs at the call time of the job.

Example A

A yard job has an on-duty time of 0700 hours with a 90-minute call time. On Tuesday, the employee regularly assigned to this yard job lays off sick at 0530 hours. The employee will accumulate 2 additional points. For a 7-point layoff, the layoff would accumulate a total of 9 points.

Example B

A yard job has an on-duty time of 0700 hours with a 90-minute call time. On Tuesday, the employee regularly assigned to this yard job lays off sick at or before 0529 hours. The employee will not accumulate 2 additional points.

Example C

A yard job has an on-duty time of 0700 hours with a 90-minute call time. On Tuesday, the employee regularly assigned to this yard job lays off sick between 0531 and 0700 hours. This is an example of a layoff after call (LW), accumulating 12 points.