

This is further to our discussions concerning the agreed upon application of Turnaround Combination Service. As agreed, effective June 11, 2010 the below question and answers are provided to clarify the application of Turnaround Combination Service.

Q1 What is Turnaround Combination Service (TCS)?

A1 This service is a 12 hour continuous tour of duty that protects operating requirements at the Away From Home Terminal (AFHT).

Type of service

Q2 Does TCS replace Turnaround Service

A2 No, it is an additional option, which may be used.

Q3 What is the difference between straightaway, turnaround and turnaround combination service?

A3 These are 3 individual forms of service that can be used depending on the operational requirements:

- 1) **Straightaway service** permits an unassigned freight crew to work and/or deadhead from a home terminal or an AFHT to an objective terminal at which time, once released from duty, the crew would go off duty.
- 2) **Turnaround service** permits an unassigned freight crew to be called from a terminal to a point that is less than 100 miles from the initial terminal and return to the initial terminal within a continuous tour of duty. Or to be called to make more than one short trip and turnaround out of the same terminal. (CTY west Article 12.02, CTY East Article 15.02, LE West Article 2.04, LE East Article 3.07)
- 3) **Turnaround Combination Service** permits an unassigned freight crew to be called from the home terminal to the away from home terminal and return to the home terminal within a continuous tour of duty. The AFHT is considered as a stop en-route.

LE Article 5.02 (16) and CTY Article 24.16 reads:

“Locomotive Engineer and/or Trainperson will not be called in turnaround combination service when objective terminal or turnaround point is short of the away from home terminal.”

Q4 Can a TCS crew be called to other than AFHT?

A4 No, the agreement only provides for the use of this service between the home terminal and the away from home terminal and back to the home terminal. Also, such crews must be called out of the home terminal.

Q5 If an employee must be called out of the Home terminal to the AFHT and return to the Home terminal does that mean that the initial and final terminal is the home terminal?

A5 Yes, the AFHT becomes an enroute location for crews ordered in TCS.

- Q6 If the home terminal is both the initial and final terminal then what is the AFHT?
- A6 The AFHT is considered as a stop en route as provided for within Article 24.15 of the CTY collective agreement and Article 5.02 (15) of the LE collective agreement.
- Q7 Can a crew be called in TCS out of the home terminal if the AFHT is less than 100 miles from the home terminal?
- A7 Yes, TCS can be used between home and away from home terminals regardless of distance.
- Q8 When can a crew be called in TCS?
- A8 Anytime there is insufficient manpower at the AFHT to protect the operating requirements giving consideration to rest, MTOD, enroute crew's availability, etc.
- Q9 Can I call a crew in TCS to protect a work train at the AFHT?
- A9 Not unless the work train is planned to operate from the AFHT to the Home terminal and can do so within the required 12 hours on duty.
- Q10 Can a TCS crew be ordered to provide relief to a yard or road switcher assignment?
- A10 No.
- Q11 Can a crew that is called in TCS service be deadhead on a freight train?
- A11 No, they must be deadheaded on other than a freight train, i.e. taxi, bus, passenger train, etc.
- Q12 Can a TCS crew be planned to operate a train to an intermediate point between the HT and the AFHT in either direction?
- A12 No.
- Q13 What is the difference between planned and unplanned?
- A13 The train that the TCS crew is protecting must be planned to operate across the entire subdivision and must not be planned to be set off at an intermediate point short of the AFHT or home terminal.
- Q14 What if the TCS crew does not have sufficient time to make it into the home terminal to complete the tour of duty within 12 hours?
- A14 It is acceptable to change off or tie down a TCS crew when the remaining time on a normal tour of duty will not allow the crew to complete their tour of duty within 12 hours and the crew will be compensated as provided for within Article 24.15 CTY and Article 5(15) If the working portion
- Q15 What is a normal tour of duty?
- A15 A normal tour of duty is a tour of duty where the TCS crew completes their tour of duty within 12 hours.

- Q16 What are unforeseen circumstances?
- A16 An incident or event that impedes the train so as that the crew is unable to complete their tour of duty within 12 hours. Unforeseen circumstances do not however include poor planning.
- Q17 Are there any unforeseen circumstances that could allow the crew to complete their tour of duty within 12 hours?
- A17 Yes, however the remedy to the unforeseen circumstances would have to be rectified in a timely manner to allow the crew to be able to complete their tour of duty within 12 hours.
- Q18 Is it acceptable to change off or tie down a TCS crew to ensure they are returned to the home terminal within their 12 hours.
- A18 Yes
- Q19 Can a TCS crew be used to take a train to an intermediate or junction point and then complete the working portion of the trip by deadheading to the home terminal or the AFHT?
- A19 No. If there are not sufficient crews available at the AFHT to handle a train planned to operate to an intermediate point, then the Company must ensure sufficient crews are in place at the AFHT. The crew will then be called in either straightaway or turnaround service. This may require the Company to order a crew in straightaway service to deadhead to the AFHT sufficiently in advance of the operating requirements. This will allow for any rest that may be booked and still protect the order time of the train that is planned to proceed to an intermediate point.
- Q20 Can a TCS crew be called to run long in ECCP limits?
- A20 No, unless agreement with the Union is secured, this is answered within Q & A 17 of the ECCP language found within the LE Article 5.12 and within Article 12.14 of the CTY collective agreement. Both Articles provide the following:
- Q17 Can a crew be called to run long in TCS?
- A17 First it is important to note that no changes have been made to the TCS work rule and that a crew in TCS must be called to the away from home terminal. They cannot be called to beyond the AFHT to facilitate running long. Prior to implementation, feasibility of using a TCS crew to run long will be determined on a local basis.
- Q21 Is a crew considered to be run long in ECCP limits if the change off location is past the OMTS but inside the yard limits?
- A21 Yes.
- Q22 Can a TCS crew be called to run short of the home terminal if changed off within ECCP limits?
- A22 Yes and the crew will be paid under the fixed mileage method of pay for the working portion of their tour of duty.
- Q23 Will information about running long be included when straight away crews are being asked to protect trains under the TCS rule?

A23 If planned at the time, crews will be informed as per Article 12.14 (CTY) and Article 5.12 (LE).

Q24 Can a TCS crew be called to deadhead to the AFHT, switch out the yard, and be deadheaded home?

A24 No.

Changing type of service and cancelling a TCS crew

Q25 Can a TCS crew be cancelled **enroute to the AFHT**?

A25 No, a TCS crew is in continuous service from the time they depart the home terminal. However, their type of service may be changed to either straightaway or turnaround service due to unforeseen circumstances.

Q26 If a crew ordered in TCS is enroute deadheading to the AFHT and it is necessary to change their type of service to Turnaround service, how will they be compensated?

A26 When a call is changed to turnaround service the Locomotive Engineer and Trainperson will be considered released from duty at the location and will be paid a straightaway trip to that location. The Company will provide or arrange transportation back to the home terminal. When turned the Locomotive Engineer will be paid in accordance with LE Article West 2.02 and East 3.04, and Trainpersons will be compensated as per CTY West Article 12.03 (2) and CTY East Article 15.02 (2).

Q27 Can the TCS crew that had their call changed to turnaround service, due to impassible road conditions, while enroute to the AFHT be returned to the home terminal and placed on a train to straightaway deadhead to the AFHT?

Q27 No.

Q28 Can the TCS crew that had their call changed to straightaway service, due to impassible road conditions, while enroute to the AFHT be placed on a train to complete their straightaway trip to the AFHT?

A28 Yes, however the crew is no longer in TCS and must be in and off duty within 10 hours from the original order time.

Q29 Can a TCS crew be **cancelled at the AFHT**?

A29 No, the AFHT is an en route location for a TCS crew. Therefore the crew must contact the RTC when they arrive at the AFHT. At that time they are to be advised if they will be taking a train, held for a subsequent train, or provided they are not first out, placed in the pool at the AFHT as provided for within LE Article 5.02 (14) and CTY Article 24.14 which reads:

"A crew called in turnaround combination service who deadheads to the away-from-home terminal and who are not first out upon arrival will be advised by the RTC if held in TCS service for a subsequent train. Should that crew not be so held, their call will be changed to straightaway service and they will be paid accordingly. The crew will be released and placed in the pool at the away-from-home terminal in their proper order at which time rest may be booked."

- Q30 Can a crew that was ordered in Turnaround Combination Service have their call changed to straightaway service at the AFHT?
- A30 Yes, if unforeseen circumstances arise as provided for within Article 12.03 (2) west and 15.02 (1) of the CTY collective agreements and Article 2.02 west and 3.04 of the LE collective agreements which read in part that Locomotive Engineers and Trainpersons:
- “Will be notified when called whether for straightaway, turnaround, or turnaround combination service (TCS as provided for in the TCS Article) and will be compensated accordingly. Changes from straightaway, turnaround or TCS will not be made unless necessitated by circumstances which could not be foreseen at time of call, such as accident, locomotive failure, washout, snow blockage or where line is blocked or as provided for within the TCS Articles.”
- Q31 Can a TCS crew have their services changed to turnaround service at the AFHT?
- A31 No, once a TCS crew arrives at the AFHT they have reached their turn location. At that point the only option is to change the type of service to straightaway service or leave the crew in TCS as provided for within the TCS Articles which state in part at LE Article 5.02 (14) and CTY Article 24.14 that:
- “A crew called in TCS **who works to the AFHT** and does not stand first out at the time deadheading would commence, will have their call changed to straightaway service and will be paid accordingly. The crew will then be placed in the pool at the away from home terminal in their proper order at which time they may book rest. Under such circumstance and depending on operating requirements, it may be appropriate to deadhead the first out crew to the home terminal.
- A crew called in TCS **who deadheads to the AFHT** and who are not first out upon arrival will be advised by the RTC if held in TCS service for a subsequent train. Should that crew not be so held, their call will be changed to straightaway service and they will be paid accordingly. The crew will be released and placed in the pool at the AFHT in their proper order at which time rest may be booked.”
- Q32 When changing a crew’s type of service due to an unforeseen circumstance that was not known at the time of the call, the collective agreement provides some examples of what an unforeseen circumstance might be. These examples are an accident, a locomotive failure, a washout, snow blockage, or where line is blocked. Are there additional circumstances that would be considered as unforeseen?
- A32 Yes, the key is that to be considered as unforeseen it must be an event or incident that could not reasonably have been known at the time of the call. It would not however, include poor planning.

Asking crews to protect operating requirements at the AFHT

- Q33 A RTC calls a straightaway crew enroute, to determine if they will protect a return movement at the away from home terminal. Information provided to the crew includes their estimated time of arrival at the away from home terminal, the anticipated type of train, expected work at the AFHT and / or enroute, an estimated order time at the AFHT and an estimated time of arrival for the train they are on. What is the nature of the information that has to be provided to the crew with respect to the anticipated type of train?
- A33 Crews subject to a request to protect at the AFHT must be advised whether the train or trains they are being asked to protect are a work train, a bulk train, a fast freight (expedited) train, or a non-expedited train that normally performs work. As an example:

There are three trains arriving the AFHT, the train the crew is on is planned to arrive at 0430, there is a bulk train expected to be ordered for 0500 with no work, a non-expedited train to be ordered for 0530 with a pick up at the initial terminal plus 2 set offs en-route, and a fast freight to be ordered at 0600 with no work. The RTC must ask the crew for protection of each individual train separately for which TCS is contemplated.

Q34 Is there any requirement to provide the crew with an actual train number or symbol?

A34 No.

Q35 When asked to protect the operating requirements at the AFHT what must the crew advise the RTC?

A35 In responding, the crew shall notify the RTC if rest will be required upon arrival at the away from home terminal.

Q36 If a crew is protecting operating requirements at the AFHT can this notification be changed?

A36 Notification shall not be changed unless necessitated by unforeseen circumstances unknown at the time questioned, that may delay the normal progression of the employee's train or the train being connected with by more than two hours, as per Article 24.09 CTY, 5.02(9) LE East and West.

Q37 What if the crew was asked to protect a train and advised that it appears as though a clear run should be possible and then they are requested to do a minimal amount of work, such as lifting a repaired bad order or rush car from a customers spur. Can the crews be expected to do this work?

A37 When a crew is asked to protect a train they must make a decision concerning their need to have rest or return home on one of the trains they have been asked to protect. However, if the crew was only asked to protect a fast freight with no work then it would not be acceptable to request a crew to perform work after they were advised they would not have work. The only exception would be if an unexpected situation occurred that was not known at the time the crew was asked to protect the train, such as a mechanical failure, marshalling violation, set off a bad order or to assist a disabled train,.

Q38 Regarding the interpretation of work enroute, are locomotive moves considered work or not? Consider the situation in which we ask a crew to protect and indicate that there's no work. Subsequently, the crew is told to set off power at station "A" and the RTE states that this constitutes work and he was promised no work.

A38 Locomotive moves are definitely considered to be work in the sense that the RTC should be giving advance notice of expected or known moves. These moves have long been referred to as Power Swaps. The Company has a responsibility to inform the crew about any work they will be expected to do, including power moves (lifts, set-offs, robotizing, de-robotizing).

Q39 What if the crew is required to make an emergent set-off due to a train having unit failure?

A39 In this case, there would have been no way for the RTC or Corridor Team to know in advance that the crew would have to make such a set-off. It would be unreasonable for the crew to expect advance notice of something that was not expected or "knowable".

Q40 While being asked to protect a train from the away from home terminal a straightaway crew is advised of their projected time of arrival at the away from home terminal. Is the time given the OMTS or the time off duty?

- A40 As the time of arrival is generally given by the RTC who does not control terminal operations, information provided will be with respect to arrival at the OMTS.
- Q41 A crew enroute to the AFHT is asked if they will protect a bulk train at 0400. The train drops back to a 0630 arrival time. When is the train crew to be advised that their ordering time will be delayed?
- A41 Unless the train was put to order for 0600 or earlier the crew would have to be advised of the new expected arrival time and would at that time be able to book rest. The crew shall be notified as soon as it becomes evident that the train's normal progression has been delayed beyond the 2 hour window as provided for in LE Article 5 (9) and CTY Article 24.09. Therefore, if the crew is already on duty, or called for duty before the train drops back then they would not be able to book rest. If the crew has not been called they would be informed that the train had fallen back and permitted to book rest.
- Q42 In the above, if the crew decides to book rest, from what point is rest booked, their off duty time or the time they are advised that the train has dropped back?
- A42 Crews may book up to 8 hours rest at the AFHT which is booked from their off duty time.
- Q43 A crew is enroute to an AFHT when the RTC asks them to protect a train for TCS purposes. When asked if they will protect at the AFHT both members of the crew indicate that they will require rest. Must the crew advise the amount of rest that they will require so as to facilitate operational planning (such as possibly hold a train until the crew becomes available as opposed to ordering a TCS crew?)
- A43 No, for TCS purposes the crew only needs to advise if they require rest not how much rest will be taken. This is different from the rest provisions where the crew is exercising their ability to be in and off in ten hours as provided for within *CTY Article 29.05 and LE Article 27.04 which states:*
- "Employees desiring rest en route will give their notice within the first 5 hours on duty to the RTC or other designated Company employee. Notice will include the amount of rest required, 8 hours considered maximum at other than home terminal, except in extreme cases."*

Q & A's on First in / First out at the AFHT

- Q44 If an employee is ordered in TCS and deadheads to the AFHT is he allowed to book rest upon arrival.
- A44 No, an employee who remains in TCS at the AFHT may not book rest unless released from TCS at which time they may book rest.
- Q45 Can a TCS crew run around a straightaway crew(s) at the AFHT?
- A45 No, unless the crew(s) being ran around was/were asked to protect the operating requirements at the AFHT and would not commit.
- Q46 A straightaway crew is called enroute and asked to protect, what is their status if the locomotive Engineer indicates a willingness and the conductor is non-committal?
- A46 The entire crew must make a commitment to protect. Anything less will be considered as a negative response and the running around of said crew by a TCS crew will not result in any form of penalty payment.

- Q47 A crew enroute to an AFHT is asked if they will protect operating requirements at the AFHT. What information must be provided to allow the crew to make an informed decision? The circumstance is such that a bulk train running ahead of the fast freight is projected to be covered by a straightaway crew that will be coming off rest at the away from home terminal. Everything develops as intended but the fast freight scoops the bulk train prior to arriving at the away from home terminal. Who takes the first train out (fast freight), the crew that was asked enroute to protect or the crew that came off rest at the away from home terminal?
- A47 Since the operating requirements were protected at the AFHT and a TCS was not ordered, first in first out principles apply.
- Q48 A crew is ordered in TCS with working service preceding deadheading. The crew is delayed enroute and as a consequence a straightaway crew becomes available at the AFHT prior to the arrival of the TCS crew. Which crew deadheads home?
- A48 In such circumstances, the TCS crew must be placed into the unassigned freight pool at the AFHT. The straightaway crew standing available in the pool may or may not be deadheaded home depending on manpower requirements at the AFHT as provided for within the first paragraph of Article 5.02 (14) and CTY Article 24.14 which both read:
- “A crew called in turnaround combination service who works to the away from home terminal and does not stand first out at the time deadheading would commence, will have their call changed to straightaway service and will be paid accordingly. The crew will then be placed in the pool at the away from home terminal in their proper order at which time they may book rest. Under such circumstances and depending on operating requirements, it may be appropriate to deadhead the first out crew to the home terminal.
- Q49 A crew is ordered in TCS to deadhead to the away from home terminal, when the crew arrives they are not first out. Can I place the TCS crew on a train and run around the first out crew.
- A49 No, unless the first out crew available at the AFHT has declined to protect the operating requirements for the anticipated type of train. LE Article 5.02 (14) and CTY Article 24.14 second paragraph would apply. Both of these articles read as follows:
- “A crew called in turnaround combination service who deadheads to the away from home terminal and who are not first out upon arrival will be advised by the RTC if held in TCS service for a subsequent train. Should that crew not be so held, their call will be changed to straightaway service and they will be paid accordingly. The crew will be released and placed in the pool at the AFHT in their proper order at which time rest may be booked.”
- Q50 Since there is no requirement for a crew to advise the RTC how much rest will be taken at the AFHT what happens if the crew declines to protect operating requirements, then takes minimal or no rest at the AFHT, and becomes available for service prior to the arrival of the TCS crew?
- A50 In this situation the crew declined the opportunity to protect the operating requirements at the AFHT; therefore the available crew that declined the opportunity may be ran around by the TCS crew without a penalty payment.
- Q51 If a crew becomes available at the AFHT prior to the arrival of a TCS crew and they were not asked to protect operating requirements at the AFHT can I still use the TCS crew first?
- A51 No, the First in/First out provisions of the collective must be applied in all cases except when a crew declines the opportunity to protect the operating requirements.

- Q52 What if I have only one crew member available at the AFHT when the TCS crew arrives?
- A52 If a crew is asked to protect operating requirements at the AFHT and one says yes and one says no then you may TCS around both crew members with the TCS crew. However, if a single crew member is available at the AFHT, and was not asked to protect that anticipated type of train the TCS crew will be placed on, then you cannot runaround the one available crew member with the TCS crew.
- Q53 Based on the above how would a train be ordered with only one okay crew member that was not asked to protect the operating requirements?
- A53 In this situation there are two options:
- 1) Call the first out okay crew member to deadhead home, place the TCS crew on the train, and then call the other single crew member that was on rest to deadhead or work home after he or she becomes available.
 - 2) Place the TCS crew in the pool at the AFHT as they were not first out upon arrival, at which time they may book rest, which may result in the operating requirements at the AFHT not being protected.
- Q54 If a crew is off rest but not able to protect the train order time, due to the requirements for a standard call, can the TCS crew be used?
- A54 No, however, in this case it has been agreed that the March 21, 2003 letter Re: Runarounds at Away from home terminal (AFHT) would apply As provided for on page 73 of the CTY east CA, page 72 of the CTY west agreement, page 84 of the LE west CA and page 91 of the east CA agreement.
- Q55 What time will be applied to determine if a TCS crew stands first out at the away from home terminal?
- A55 If it's a TCS crew working to the Away from home terminal their status will be determined when deadheading commences (i.e. when they are set to enter the mode of transportation for the return trip home). A TCS crew that's deadheading to the away from home terminal will have their turn based on the arrival time at the station.
- Q56 If a TCS crew arrives at the AFHT 10 minutes before a straightaway crew arrives can the TCS crew be considered as first out and placed on any train?
- A56 Yes.
- Q57 A crew is deadheaded to the AFHT in TCS to protect the operating requirements account insufficient crews available at the AFHT. When the crew is ordered it is believed they will be handling a train home immediately upon arrival. A straightaway crew arrives at the away from home terminal subsequent to the TCS crew but prior to the TCS crew's departure, and in doing so, in advance of the arrival of the train that the TCS is meant to protect. Can the straightaway crew remain available for duty, take the train in question and force the TCS crew to the bottom of the away from home pool or does the TCS crew remain with the train they are intended to protect?
- A57 No, the TCS crew would remain with the train they were planned to protect as they would be first out in this instance.

- Q58 A conductor only crew is contacted enroute and asked if they will protect a train at the AFHT. The conductor indicates a desire to book rest and the locomotive engineer indicates that he will remain available. Not having a commitment from both employees a TCS crew is ordered. When the straightaway crew arrives at the AFHT the locomotive engineer stays okay and the conductor books rest. The TCS crew takes the train in question, is the locomotive engineer entitled to any form of penalty payment for being runaround when available for duty?
- A58 No, under these circumstances the locomotive engineer and the conductor must both commit to being available as a crew when asked by the RTC as provided for within LE Article 5.02 (9) and CTY Article 24.9 of the collective agreements which states,

"If a crew will not commit when so requested by the RTC, another crew will be ordered in TCS and the provisions of first in and first out shall not apply."
- Q59 Two straightaway crews are enroute to the away from home terminal by train. The RTC or designated supervisor calls both crews to determine if they will protect operating requirements at the AFHT. The Conductor on the first crew will remain available while the Locomotive Engineer will not. The second crew advises that the Locomotive Engineer will remain okay and the Conductor intends to book rest. Under such circumstance can employees be realigned at the away from home terminal?
- A59 Yes, this is the proper method of handling crews first in/first out at the AFHT and was not changed by the implementation of TCS.
- Q60 A crew works into the away from home terminal by train. They were not called enroute to protect a return movement and on arrival at the away from home terminal the conductor elects to book rest while the locomotive engineer decides to remain available. Sometime later and while the conductor is still on rest, a TCS crew arrives at the away from home terminal by train with the intent of returning home deadhead to complete the TCS tour of duty. Can the locomotive engineer on the TCS crew be deadhead home or is s/he placed into the away from home freight pool because of the straightaway locomotive engineer being available for duty?
- A60 As the straightaway crew was not called enroute and requested to protect a return movement, the conductor's booking rest has no impact on the availability of the locomotive engineer. Hence the TCS crew should be placed into the pool and may book rest.
- Q61 A straightaway crew is working to the away from home terminal and upon arrival is provided with a call to work a train back to the home terminal. A crew ordered in TCS from the home terminal behind the straightaway crew works a train into the away from home terminal and arrives at said location after the straightaway crew has been called but prior to their coming on duty. Can the TCS crew commence the deadhead portion of their tour of duty without affecting or being effected by the straightaway crew that has been called for service?
- A61 Yes, the TCS crew remains in continuous service and the straightaway crew is no longer available for a call. However, if the straightaway crew was not called for duty prior to the TCS crew's arrival at the away from home terminal, the TCS crew would be placed into the pool. Depending on manpower requirements, the straightaway crew may or may not be required to deadhead home.
- Q62 A straightaway crew happens to arrive and go off duty at the away from home terminal just in advance of a TCS crew's arrival at the same location. The straightaway crew has not been asked to protect and they elect not to book rest. Can the straightaway crew take less than a standard call for the first train out of the away from home terminal (no other straightaway crews available) or must they be available to accept a standard call?

- A62 Yes, in this circumstance a straightaway crew can take less than a standard call as there are no other straightaway crews at the AFHT and the TCS crew commences the working portion of the trip immediately upon arrival.
- Q63 A straightaway crew enroute is called to protect a train at the away from home terminal. Provided information on only one train, the crew elects to decline the opportunity to protect. Can more than one TCS crew operate in and around the straightaway crew without causing a penalty payment?
- A63 No, in an effort to eliminate the need to deadhead and avoid penalty payment, the straightaway crew should be asked to protect each potential opportunity in the anticipated order of train operation.
- Q64 Two straightaway crews are enroute to the away from home terminal by train. The RTC or designated supervisor calls both crews to determine if they will protect any of 4 trains out of the away from home terminal. The Conductor on the first crew will remain okay while the Locomotive Engineer will not. The second crew advises that they will both remain okay. The OM orders 3 crews in TCS. How will the trains be called at the AFHT?
- A64 There are 3 possible situations that may occur depending upon when the TCS crews arrive at the AFHT which are:
1. The 1st S/A crew arrives the AFHT at 0500 – Cndr OK Engr 8 hrs rest
The 2nd S/A crew arrives the AFHT at 0530 – Cndr OK Engr OK
The 3 TCS crews arrive the AFHT at 0545 all 3 TCS crews must be placed in the pool and may book rest because they are not first out at the time of arrival.
The 1st S/A Cndr is called to work with the 2nd S/A Engr on the fast freight for 0600
The remaining trains may not be ordered if the TCS crews book rest.
 2. The 1st S/A crew arrives the AFHT at 0500 – Cndr OK Engr 8 hrs rest and Cndr ordered to D/H home immediately upon arrival (may use the taxi that the TCS crews will arrive in).
The 2nd S/A crew arrives the AFHT at 0530 – Cndr OK Engr OK and they are called for a fast freight for 0600
The 3 TCS crews arrive the AFHT at 0545 all commence working service upon arrival and are placed on the next three trains at 0615, 0645 and 0700.
The 1st S/A Engr who booked rest is provided a D/H home at 1500 on a train or taxi if available.
 3. The 3 TCS crews arrive the AFHT at 0430 all commence working service upon arrival
The 1st S/A crew arrives the AFHT at 0500 – Cndr OK Engr 8 hrs rest
The 2nd S/A crew arrives the AFHT at 0530 – Cndr OK Engr OK
The 1st TCS crew is placed on a fast freight that arrives at 0445
The 2nd TCS crew is placed on a bulk train that arrived ahead of the fast freight for 0500
The 1st S/A Cndr is called to work with the 2nd S/A Engr on another fast freight for 0615
The 3rd TCS crew (who commenced work at 0430 and was held for a subsequent train) is placed on a bulk train with work that arrives at 0600 but was scheduled to leave behind the fast freight arriving at 0615
The 2nd S/A Cndr and the 1st S/A Engr are called to work at 1500 on a bulk train

Switching when in TCS

- Q65 If an employee is ordered in Turnaround Combination Service and deadheads to the away from home terminal, is he allowed to switch at the AFHT?
- A65 Yes, the AFHT is considered a stop enroute location.

- Q66 A crew called to work to the AFHT and deadhead home in TCS service, is required to perform switching upon arrival at the AFHT. Switching restrictions are in accordance with the conductor only agreement under stops enroute and payment will be for all time occupied with a minimum of one hour. How will the crew be paid if they complete their work and upon commencing the deadhead portion of their trip determine that they are not first out and must take a position in the AFHT freight pool?
- A66 Such crews will be paid as through they were called in straightaway service with time at the turnaround point considered as final time.
- Q67 Does a TCS crew have any restrictions on the work they can perform either at the initial terminal, en-route, or at the final terminal?
- A67 If the TCS crew is a Conductor only crew then restrictions as provided for under the Conductor only agreement would apply. However, the TCS crew must have sufficient time within their 12 hours to deadhead to either the AFHT or the home terminal, perform the required switching, and operate the train to the other terminal.

Miscellaneous O & A's

- Q68 Can a Required Brakeperson be called in TCS if the remainder of the crew is called in straightaway?
- A68 No
- Q69 Can an employee be called in TCS if a need develops to replace another unassigned freight employee at the AFHT under unique circumstances?
- A69 This can be done in special circumstances when an employee books sick or is otherwise unavailable (for reasons other than rest) at the AFHT. This can also be done to protect an operating requirement which normally only requires a signal crew member such as a Sperry Car.
- Q70 Can a crew in TCS stop for a meal while deadheading?
- A70 Not while deadheading, however, a crew in TCS remains in a continuous tour of duty from the time the crew departs the Home terminal to the time the crew arrives back at the Home terminal. The AFHT is considered an en route location. On that basis, LE Article 28.05 and CTY Articles 25.07 item (5) west and 25.13 item (5) east would apply at the AFHT. These two Articles state:
- “Crews who will encounter delays of forty minutes en route due to operating conditions including track blockage, track maintenance work, and meets, etc. will be so advised and be given an opportunity to obtain food, provided eating facilities are readily available and there is no additional delay to the train.*
- The purpose of this clause is to meet the legitimate needs of the employees who require an opportunity to obtain supplementary food while recognizing the need to handle traffic expeditiously.”*
- Q71 A crew consisting of a conductor, a brakeman and a locomotive engineer are enroute to the away from home terminal. The RTC asks if they will protect a train to be operated conductor-only? The locomotive engineer and brakeman indicate that they will protect while the conductor states that he requires rest. May the RTC elect to promote the brakeperson at the away from home terminal and operate the train with the brakeperson and locomotive engineer?

- A71 Yes, this ability was available prior to the implementation of TCS and it remains in effect today.

Q72 A train is operated to the away from home terminal in conductor only territory. An unrequired Brakeperson is on board because of a need to protect a required position on the return trip. The crew is contacted by the RTC or designated supervisor while enroute to determine if they will protect the train in question. The locomotive engineer and conductor agree to remain available but the Brakeperson advised that he or she will be taking rest. Does the Brake person's failure to commit availability at the away from home terminal effect the entire crew and by doing so eliminate any form of penalty payment for the remaining crew members should they be runaround by a TCS crew?

A72 Yes, the entire crew must make the commitment to protect in this instance because the return trip requires a Brakeperson. Note that this example involved an unrequired Brakeperson who was to be required for the trip home. Being unrequired in both directions would not impact the status of the conductor and locomotive engineer as the Brakeperson could be left behind while on rest at the away from home terminal.

Q73 Is it permissible to call more than one TCS crew to be transported to the away from home terminal in the same vehicle in order to reduce taxi costs?

A73 Yes, however consideration should be given to the likelihood of all crews returning to the home terminal within 12 hours. The deadhead TCS penalty payment for exceeding twelve hours and the cost of relief enroute can result in the inefficient use of resources.

Q74 What is the penalty payment for a TCS crew that does not make it home within the required 12 hours?

A74 This is covered within LE Article 5.02(13) and CTY Article 24.13 and states in part:

"Every effort must be made to have employees off duty at the home terminal within 12 hours of reporting for duty. Should the employee(s) not be in and off duty within 12 hours, all deadheading shall be paid for on the basis of 12 ½ miles per hour (and overtime earned if any) at the through freight rate for the actual time occupied, but not less than 8 hours.

If this accurately reflects our understanding, please indicate by signing below.

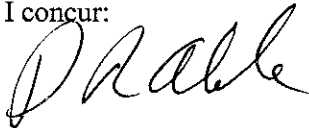


Guido Deciccio
VP Canadian Operations



Scott MacDonald
Assistant Vice President, Transportation

I concur:



Dave Able
General Chairperson LE West



Dave Olson
General Chairperson CTY West



Tim Beaver
General Chairperson LE East



Daniel Genereux
General Chairperson CTY East