

06/02 Work-Rest Cycle Pool

The 06/02 Work-Rest Cycle Pool is a collective bargaining agreement that provides a predictable balance of time off and meets the requirements of the Rail Safety Improvement Act of 2008. The Act mandates 48-hours off after six (6) consecutive starts and 72-hours off after seven (7) consecutive starts.

Article 51 Work Week, Section 2, of the Consolidated Southern Region Agreement contains certain conditions of how the 06/02 Work-Rest Cycle Pool works for Trainmen. Each turn within this pool has two (2) scheduled rest days that rotate after each 6-day work cycle.

Example:

Turn 0001 starts its 6-day work cycle on Monday through Saturday with Sunday & Monday being the 2-day rest cycle. Tuesday will start a new 6-day work cycle through Sunday. The next 2-day rest cycle is Monday & Tuesday (rotating one day of the week forward from the previous rest-cycle). Rotating rest cycles allow all Trainmen within the pool an equal amount of weekdays and weekend days off during seven (7) Work-Rest cycles.

Turn 0001 – Sun-Mon Rest Cycle

Turn 0002 – Mon-Tue Rest Cycle

Turn 0003 – Tue-Wed Rest Cycle

Turn 0004 – Wed-Thu Rest Cycle

Turn 0005 – Thu-Fri Rest Cycle

Turn 0006 – Fri-Sat Rest Cycle

Turn 0007 – Sat-Sun Rest Cycle

Turn 0008 – Sun-Mon Rest Cycle (same as Turn 0001)

Turn 0009 – Mon-Tue Rest Cycle (same as Turn 0002)

Turn 0010 – Tue-Wed Rest Cycle (same as Turn 0003)

Turn 0011 – Wed-Thu Rest Cycle (same as Turn 0004)

Turn 0012 – Thu-Fri Rest Cycle (same as Turn 0005)

Turn 0013 – Fri-Sat Rest Cycle (same as Turn 0006)

Turn 0014 – Sat Sun Rest Cycle (same as Turn 0007)

Turn 0015 – Sun-Mon Rest Cycle (same as Turns 0001 & 0008)

Turn 0016 – Mon-Tue Rest Cycle (same as Turns 0002 & 0009)

Turn 0017 – Tues-Wed Rest Cycle (same as Turns 0003 & 0010)

Turn 0018 – Wed-Thu Rest Cycle (same as Turns 0004 & 0011)

Turn 0019 – Thu-Fri Rest Cycle (same as Turns 0005 & 0012)

Turn 0020 – Fri-Sat Rest Cycle (same as Turns 0006 & 0013)

Turn 0021 – Sat-Sun Rest Cycle (same as Turns 0007 & 0014)

Each pool turn has a Rest Day Schedule within the TECS menu. Access the pool screen and go to Turn 0001. Place a "X" to the left of Turn 0001 and then press the "F7" key. The rest

days for Turn 0001 for thirteen (13) months in advance will be displayed. Attached is an example of this display using FL AS Turn 0001 for the FC South 6/2 Rotating Rest Cycles in place at Richmond, VA.

Conditions:

The observance of rest days by employees is mandatory.

With pool mileage regulations each bi-weekly period, turns added will follow the next numerical sequence; turns reduced will work in reverse numerical sequence.

Example :

There are 0021 turns in the 06/02 Pool. Mileage regulation per Article 43 of the CSRA calls for the reduction of one (1) turn. Turn 0021 would be the turn to be reduced to maintain the balance of rest cycles. The youngest Trainman in the pool would not be the turn to be reduced. If a senior Trainman is on Turn 0021 and his/her turn is reduced with the next Job Adjustment Day (JAD), that Trainman would take, (1) an open turn in the pool, or (2) the junior Trainman in the pool and assume the conditions of that position. This would apply if the pool was the Trainman's first EBS choice. Article 51, Section 2, R., of the CSRA covers this situation:

Trainmen entering the pool after implementation date of 06/02 will be required to claim an open turn. If an open turn does not exist, they would then displace the junior Trainman and assume the conditions of that position. Trainmen will not be permitted to exercise seniority within the pool they are working.

It is recommended that with mileage regulation reducing a turn or turns, the Local Chairman should specify the exact turn or turns to be reduced. Do not leave it up to CMC to choose.

At locations where the Six (6) and Two (2) Work-Rest cycle is being initially implemented, Trainmen will be assigned two (2) consecutive days off beginning with turn 0001 which will be assigned Saturday/Sunday; turn 0002 will be assigned Sunday/Monday, etc., until all Trainmen in the pool have been assigned off days.

Note: CMC will review the assigned off day schedule with the respective Local Chairman's input and this schedule will be bulletined at the location ten (10) days in advance of the implementation of this agreement.

If there are 0021 turns in the 06/02 Pool and mileage regulation per Article 43 of the CSRA calls for adding one (1) turn, Turn 0022 would be the turn to be added and it would have the same rest cycle as Turns 0001, 0008 & 0015. With the next JAD, this turn would be available to any senior Trainman who bid for the pool and who did not stand for it on the previous JAD.

When adding a turn or turns on mileage regulation it is highly recommended that the, (1) exact Turn # and, (2) rest cycle dates be exactly specified to Crew Management. Do not leave it up to CMC to choose. Using the example of adding Turn 0022, the regulation should read as follows:

Please arrange to ADD ONE (1) TURN to the FC 06/02 Pool for the upcoming JAD on 04/15/11:

0022 – Rest Cycle 04/20 & 04/21

Article 43, Section 2- **Pool Regulation**, C., of CSRA provides:

The Local Chairman and CSXT Officer with jurisdiction will adjust the pool. However, in any event, all adjustments must be made so they may be timely placed in the EBS for the upcoming Job Adjustment Day (JAD).

Note: Due to the working schedules of many Local Chairmen and recognizing the fact that the regulating factors in the computer are always two (2) days behind, the Local Chairman and Designated CSXT Officer may agree to meet and regulate the pools on any day, as long as the regulation is agreed to by Wednesday.

It should also be noted that due to having multiple Trainmen on rest cycles, this at times creates a situation where the Trainmen's extra board has to supplement the pool. While there is no specific formula at this time, CMC management is aware of a term called "over-turns" being in the pool to reduce the number of extra board Trainmen being called to supplement an exhausted pool. These "over-turns" are above and beyond what the mileage regulation calls for on a bi-weekly basis. The Local Chairman and CMC management will negotiate the number of "over-turns" for each specific location. "Over-turns" are very similar to swing jobs in yard service when the regular 5-day assignment is on rest days. It is recommended that the maximum number of turns be utilized with mileage regulation rather than the minimum number of turns.

Article 51, Section 2, of the CSRA provides for **Self Supporting Pool (SSP)**:

When an open or vacant turn becomes first (1st) out and is called at the home terminal, it will be set aside and not filled from the extra board. The next rested and available pool Trainman in standing order will be called for that trip. If a turn that has been set aside has been claimed it will be placed at the bottom of the pool standing at the Home Terminal. When the incumbent of the vacant turn marks up this turn will be also placed at the bottom of the pool.

Note: An open turn is defined as unoccupied and available for bid. A vacant turn is defined as a turn that is occupied and the Trainman has marked off.

When the pool is exhausted, an extra turn will be cut into the pool at the home terminal using the road extra board as the initial supply. The extra turn will take their turn at the away-from-home terminal and will be cut out after it works/deadheads to the home terminal.

Trainmen will automatically be marked off for the rest cycle and automatically marked up for service at the conclusion of the two-day rest cycle.

Rest cycles will begin and end at 0001 hours. Trainmen at the home terminal will be subject to call until 2200 hours of the sixth (6th) day of their work cycle.

The turns of Trainmen will be removed from the pool during the rest cycle.

Trainmen will not be required or allowed to start or observe any portion of their two (2) day rest cycle at the away-from-home terminal.

Upon completion of the rest cycle the employees will be marked up for call at the bottom of the pool standings in the order they were released from service. For Trainmen returning from rest cycles, calling time will begin at 2200 hours for 0001 hours on duty time.

Any Trainman who arrives at the away from home terminal on the 7th day will deadhead to the home terminal in combination service.

Trainmen who arrive at the away from home terminal on the 6th day will contact CMC prior to tying up. CMC will either:

1. Place the Trainmen first out behind a Trainman with the same set of rest days; or,
2. Deadhead the Trainman to the home terminal in combined service.

Note: The application of this provision will not constitute a run-around claim but is intended, if possible, to avoid working Trainmen home on the 7th day.

Trainmen arriving back at the home terminal after 0001 on the 7th day will begin their rest cycle in accordance with the RSIA commencing with their off duty time, with a minimum of forty eight (48) hours.

Trainmen available for 24-hours on any calendar day of their work cycle but not called and used will not break the continuity of the six (6) day work cycle. Trainmen in this situation will not be deprived of observing their two (2) day (48-hour) rest cycle.

Note: Under RSIA a day not called and used breaks the continuity of the 6th and 7th continuous calendar days.

Per RSIA when a Trainman makes 2 starts in a calendar day this does not add an additional start to the Work Cycle and is still treated as one (1) calendar day start.

Per a recent interpretation handed down by the FRA, separate service deadheads on the 6th and 7th consecutive calendar day now count as a start under RSIA.

On the day preceding their scheduled rest cycle Trainmen at the home terminal and not called by 1200 for 1400 hours may contact CMC indicating their desire to be removed from the calling cycle in advance of their rest cycle. In the event the Company is unable to fulfill its manpower requirements the Trainman may be used in service, including other classes of service qualified for, that will go off duty at the home terminal. In the event Trainmen have previously scheduled commitments surrounding their assigned days off and require relief from this provision they will be required to arrange such through their Local Supervisor or CMC.

Note: The parties agree that the above paragraph is not intended to negatively affect manpower availability but to provide Trainmen an opportunity to meet specific commitments and minimize deadheading expense to the Company. In this regard the Union and the Company will monitor the application of this provision and in the event it is determined that manpower availability is adversely affected or deadhead expenses have increased, the parties agree to amend this provision to correct the situation.

Trainmen in this pool service and on their work cycle will not be used in any other service, except as provided in the preceding section, unless the vacancy fill procedures have been exhausted and will be made whole for any lost earnings.

Trainmen in the 06/02 Pool per Article 16 of the CSRA can also "drop" their turn to the bottom of the board once in a bi-weekly pay period and also delay mark up from rest cycles to as late as 0400 hours.

The 06/02 Work-Rest Pool with scheduled rest cycles in addition to personal leave days, daily vacation days, and a demand day off allow Trainmen in this pool to plan events with family, doctor and dentist appointments, and other activities with a sense of predictability.

Availability issues involving Trainmen within this pool are very minimal.

Fraternally yours,

Jimmy Chapman
Assistant General Chairman, Conductors & Trainmen

REST DAY SCHEDULE

PSTS06

DISTRICT: FL SUB-DISTRICT: AS POOL : FC TURN: 0001

(FC SOUTH 6/2 ROTATING)

WORK / REST CYCLE: 06 / 2

MONTH	YEAR	REST DAYS
APR	2011	04 05 12 13 20 21 28 29
MAY	2011	06 07 14 15 22 23 30 31
JUN	2011	07 08 15 16 23 24
JUL	2011	01 02 09 10 17 18 25 26
AUG	2011	02 03 10 11 18 19 26 27
SEP	2011	03 04 11 12 19 20 27 28
OCT	2011	05 06 13 14 21 22 29 30
NOV	2011	06 07 14 15 22 23 30
DEC	2011	01 08 09 16 17 24 25
JAN	2012	01 02 09 10 17 18 25 26
FEB	2012	02 03 10 11 18 19 26 27
MAR	2012	05 06 13 14 21 22 29 30
APR	2012	06 07 14 15 22 23 30
MAY	2012	01 08 09 16 17 24 25

PF1=HELP PF3=EXIT