

AGREEMENT OF UNDERSTANDING RE: BULLETINING, DISPLACING,
AND GIVING UP LOCAL ASSIGNMENTS BY NON-QUOTA CONDUCTORS

Who Can Bid

It is agreed that conductors bulletins for local freight assignments will be open to all promoted brakemen to bid.

If the bulletin closes with no bids received from conductors working in the conductors quota, then the senior promoted brakeman applying for same, will be awarded the job.

The Bulletin

Assignments awarded to non-quota conductors will be rebulletined semi-annually January 1 and July 1. Between these dates, assignments may be bulletined by agreement between carrier and local chairman as they agree is necessary. Bulletins will be posted on the 15th day of the month prior to closing date. The bulletin will close 10 days after posting or if the 25th falls on a Saturday or Sunday, then the following Monday. The effective date will be the first calendar day of the quarter. When rebulletined as above the incumbent will remain on same for life of bulletin. The above will produce no additional deadhead expense to carrier.

Zones

The seniority district will be divided into the following five zones:

- Sandpoint Zone - To include all jobs starting or tying up at Sandpoint, Bonners Ferry, Newport, Priest River, or combination thereof.
- Oroville Zone - All jobs starting and tying up north of, but not including Wenatchee.
- Wenatchee Zone - All jobs starting or tying up at Wenatchee.
- Paradise Zone - All jobs starting or tying up at Paradise.
- Moscow Zone - All jobs starting or tying up in the Pullman-Moscow area.
- Marcus Zone - All jobs starting or tying up on former 13th, north of Hillyard, excluding Hillyard.

Displacing

The senior applicant to such a position will not be displaced by seniority, nor will he be permitted to exercise his seniority to any position during the life of the bulletin, except as provided below:

- (A) A non-quota conductor who received this job by bulletin may be displaced by a free agent brakeman who was working in the same zone prior to the close of the most recent bulletin and can no longer hold regular assignment as a brakeman in that zone.

- (B) By a conductor set up into the quota before making any other pay trip.
- (C) By a conductor cut back from conductors quota, before making any other pay trip.
- (D) By a conductor who held a regular assignment at the time of the last bulletin, who now can hold no other assignment but the extra board.

NOTE: In all cases the first/ or original man to displace the non-quota incumbent will assume the remaining life of the bulletin. See the following example:

Example (A) A conductor who assumed an assignment either by bid or displacement, would have the option to remain on that assignment for the life of the current bulletin period or to exercise his seniority as a brakeman.

Example (B) The original party to displace a non-quota conductor working under the provisions of this agreement, will assume the remaining life of the bulletin. If subsequently bumped by a senior quota conductor, the basic conductors' schedule rules would apply since this assignment could no longer be identified. In the example cited above, it would be possible to have men senior to the original displacing conductor working as brakeman while the junior man must remain as a conductor because he opened up a non-quota assignment.

Scope and Cancellations

This agreement will become effective October 15, 1972, and does not supersede nor modify the provisions of any agreements except as specifically provided herein.

This agreement may be cancelled at any time by the serving of 10 days written notice by either party to the other of their desire to do so.

For the
BURLINGTON NORTHERN INC:

[Signature]
Superintendent, Spokane Division

Spokane, Washington

Date 10/10/72

For the
UNITED TRANSPORTATION UNION

[Signature] 765
Local Chairman, Division

[Signature]
Local Chairman, Division

[Signature]
Local Chairman, Division