



BURLINGTON NORTHERN RAILROAD

Date: March 23, 1994

To: Bob Bonkowski  
Richard Heller  
Tom Sullivan

From: Mark Hoven

Subject: GEB "Penalty Payments"

Pursuant to the provisions of Article III, Section 2(d), of the May 20, 1993 and November 1, 1993 Crew Consist Agreements, the following is a listing of TY&E Constructive Payments, noting how they should be handled in the GEB system. Those codes noted No are to be included in the earnings used to offset extra board guarantees; those noted Yes are to be paid in addition to the guarantee; and those noted Yes\* are to be paid in addition to the guarantee, however the guarantees will be prorated or reduced for each 24 hour period or portion thereof account unavailability.

<u>Code</u>	<u>Description</u>	<u>In Addition</u>
001	Operating Rules re-examination	Yes
002	Cars out of station order	Yes
003	Initial terminal delay	No
004	Initial terminal switching	No
005	Emergency delay account blockade (GN)	No
006	Engineer Trainee payments	No
007	Pullman allowance	No
008	Final terminal delay	No
009	Final terminal switching	No
010	Overtime account working holiday	No
011	Overtime account doubling	No
012	Point for beginning & end dat	No
013	No meal period taken (Road Service)	No
016	Runaround on board	Yes
017	Runaround in yard	Yes
018	Held away from home terminal	No
019	Work and construction enrout	No
020	Pooled caboose allowance	No
021	Difference in earnings	No
022	Team Building workshops	Yes*
023	Attending safety meetings	Yes*

024	Engineer instructors	No
025	Overtime account working rest day	No
026	Road Switcher	No
027	Tied up between terminals	No
028	Intermediate terminal switching	No
029	Final lite miles	No
030	Supplying engines	No
031	Crew Consist - short crew allowance	Yes
032	Initial lite miles	No
033	Overtime account 2nd shift within 22 1/2 hours	No
034	Hill doubling (See 595)	No
035	Side trip (See 596)	No
036	Physical examinations	Yes*
037	Lap back	No
038	Instruction classes	Yes*
039	FTD held time	No
040	Holiday pay when working	Yes
041	Deadhead	No
042	Changing engines	No
043	Job annulled	No
044	Inspecting engines	No
045	Called and not used	No
046	Attending court or inquest	Yes*
047	Terminal allowance at Northtown	No
048	Pick up/set out units	No
049	Initial zone time (Superior only)	No
050	Walk-in miles at Whitefish & Minot	No
051	Air pay	No
052	Attending investigations	Yes*
053	Air test	No
054	Herding	No
056	Call prior to scheduled departure time	No
057	Walk-in time at Superior	No
058	Penalty lunch	Yes
060	Run thru switch (ID identifier)	No
061	Vacation	Yes*
062	Holiday pay when not working	Yes
063	Jury duty	Yes*
064	Operating dual control switch (Northtown)	No
065	Road crews performing yard service	Yes
066	Engineer not notified at call time when deadheaded	No
067	Pusher service	No
068	Crew Consist special allowance	Yes

069	Initial Twin Cities Switching Agreement	No
070	Final Twin Cities Switching Agreement	No
071	Community Relations	Yes*
072	Military encampment	Yes*
073	Expediter penalty claim	Yes
074	Longview Switching Productivity payment	No
076	Short trips	No
077	Work Train - Snow plow less than 6 days	No
078	Waiting for lodging facilities	No
079	Personal Leave	Yes*
080	Overtime on ID runs after 12 hours	No
081	Watching engines	No
082	Actual time on mountain grade (GN)	No
083	Helper engine working off helper district (NP)	No
084	Helper engine operating over 100 miles (NP)	No
085	Miscellaneous	No
086	Miscellaneous	No
087	Miscellaneous	No
088	Miscellaneous	No
089	Miscellaneous	No
090	Miscellaneous	No
091	Miscellaneous	No
092	Miscellaneous	No
093	Miscellaneous	No
094	Bereavement Leave	Yes*
095	Miscellaneous	No
096	Miscellaneous	No
097	Miscellaneous	No
098	Miscellaneous	No
181	Held for engines	No
182	Held for snow plow	No
183	Yard crews performing road service	No
185	Change Eng w/o Fire to with Fire	No
184	Pre-merger miles	No
186	Work train penalty meal	No
187	Assisting other trains enroute	No
188	Extended trip miles	No
191	Prepare & inspect engines (Other consist)	No
192	Reverse lodging	No
194	Miscellaneous	No
195	Crew Consist special allowance	Yes
196	Amarillo miles payment	No
197	Quality Improvement Process	Yes*

280	Tied up enroute account non-emergency	No
281	Expediter deadhead miles	No
282	Mountain time - Boeing Plant	No
283	Yard crews performing road service	No
284	Meal allowance (Road service)	No
285	Mountain miles (GN only)	No
286	Mountain miles (GN only)	No
288	FRA random drug testing	No
289	Medical tests	Yes*
290	Not transporting to Lindenwood	No
291	Union electric meal allowance	No
292	Interchange train meals	No
293	Early Return to Work Program	Yes*
294	Deadhead after 12 hours - corridor service	No
295	Arbitration Award No. 419	Yes
296	Switch foreman training helpers	No
297	Handle baggage between Seattle & Portland	No
298	TY&E apprentice pay	No
299	Trauma Counseling Program	Yes*
380	Tied up - on pay after 8 hours	No
381	Accident reports	No
382	Chafee - Cape Girado miles	No
383	Yard crews performing road service	No
385	Engineer instructor (New Fireman)	No
386	ACBL Agreement	No
387	Prospect Hill Agreement	No
388	Handling waybills	No
389	Handle company mail	No
390	Assigned work train held on 7th day	No
391	Hostling engines at hostling points	No
392	Hostler-Foreman (SLSF)	No
393	Handle US mail, baggage, express	No
394	Handle US mail & baggage between Kennewick & Spokane	No
396	Labor Relations claims TY&E	No
397	Run off assigned territory	Yes
398	Instructor - Brakeman/Switchman	No
480	Tied up - on pay after 8 hours	No
481	Trainmen opening coal hopper doors	No
482	Light duty pay	Yes*
483	Yard crews performing road service	No
484	Yard day - 10 hour rule (SLSF)	Yes
485	Yard preparation time	No
486	Kansas Ordinance Plant Pu/So	No

487	Improper exchange of work (Foreign line)	Yes
488	Penalty caboose - Road	No
489	Unwarranted discipline	No
490	Assigned work train not worked 6 or 7 day	No
491	Deadhead to (in conjunction with service)	No
492	Deadhead from (in conjunction with service)	No
493	Pool crew meal	No
494	Crew Consist Brakeman switch	No
495	Assigned pay miles not run	No
496	Penalty lunch (Kearney road switcher)	Yes
497	Coast Line Switching Agreement	No
498	Meal allowance - Pool crews	No
499	Continuous service meal allowance	No
581	Miles separate from trip	No
582	Missed trips	No
583	Yard crews performing road service	No
585	Deadhead another train	No
586	Deadhead on own assigned train	No
587	Wait to deadhead	No
588	No eating facilities (Work Train)	No
589	Road Switcher (Ladora Turn)	No
590	Assigned mainline local not worked 6th day	No
591	Cushman Agreement mileage	No
593	Throw switches (Suburban or Passenger)	No
594	Yard switching at Market Street (Denver)	No
595	Hill Doubling - penalty claim	Yes
596	Side Trip - penalty claim	Yes
597	Lapback - penalty claim	Yes
598	Suburban guarantee	No
681	Voluntary Reserve Board Guarantee	Yes*
682	Operating decisions	No
683	Yard crews performing road service	No
684	Pueblo helper	No
685	Reserve Board Guarantee	Yes*
686	Guarantee X-Bd Road Crew Consist	Yes
687	Guarantee X-Bd Yard Crew Consist	Yes
688	Guarantee X-Bd Combo Crew Consist	Yes
689	Penalty Switching for Helpers	Yes
690	Guarantee X-Bd Brakeman Crew Consist	Yes
691	Lapback - penalty claim	Yes
692	Overtime account exceeding 11th day	No
693	Rotary snow plow	No
694	Changing caboose	No

695	Engineer extra board guarantee	No
696	Special terminal allowance	No
697	Appendix C-1 guarantees (BN)	No
698	Appendix C-1 guarantees (AMTRAK)	No
699	Voluntary Surplus	Yes*
781	Footboard Yardmaster allowance	No
782	Pick up cars Portland-Vancouver terminal	No
783	Yard crews performing road service	No
784	Special service - paid work train rate	No
785	Station switching at turnaround points	No
787	Turning engines & cars at Astoria	No
788	Waiting for transportation	No
789	Pick-up/Set-out at Minnequa	No
790	Alvord helper after 8 hours	No
792	Assigned crew not used within 12 hours	No
793	Branch Line Guarantee	No
794	Assigned Road Switcher with 6-day guarantee	No
795	Norfolk Southern extra miles	No
796	Reduce Road Switcher 6-day to 5-day	No
797	Merger protected switchman's extra board	No
798	Hostler's extra board guarantee	No
881	Trainmen's extra board guarantee	No
882	Expeditor meals	No
883	Yard crews performing road service	No
884	Operation Lifesaver	Yes*
885	Operation Stop	Yes*
886	Employee Involvement Program	Yes*
887	Suburban special weekend rate	No
888	Decline KPC override SCF	No
889	Engineer requalification training	Yes*
890	Remove FRED	No
891	Service interruption pay	No
892	Bad order caboose	No
893	Productivity share allowance	Yes
894	Board Award meal allowance	No
895	Hillyard switching (Suburban)	No
896	Flood maintenance wage .	No
897	Wage Continuation	Yes*
983	Yard crews performing road service	No
998	Work on engines at terminals	No