

Article 206

Advertising and Filling of Positions

Third, Fourth and Sixth Seniority Districts

NOTE: Home Terminal is the terminal to which a run or job is assigned, and from which assigned locomotive engineers obtain relief.

Permanent Vacancies and New Assignments

206.1 Permanent vacancies and new assignments will be advertised as follows:

(a) To the home terminal and stations subsidiary thereto for five (5) days and the senior qualified applicants will be assigned:

(1) Vacancies due to locomotive engineers being recalled to their home terminal,

(2) Vacancies due to locomotive engineers being demoted at home terminal on account of physical disability or discipline,

(3) Vacancies less than 6 days per week in yard service,

(4) Vacancies due to locomotive engineers being assigned to new runs or jobs bulletined at the home terminal only,

(5) New runs or jobs in assigned service (i.e., those established for the first time on the seniority district),

(6) New runs or jobs, which remain in effect for a period of more than 7 days but not in excess of 90 days.

(b) To the seniority district weekly at all terminals and stations subsidiary thereto, and the senior qualified applicants will be assigned:

- (1) Vacancies due to retirement.
- (2) Vacancies due to death.
- (3) Vacancies due to dismissal.
- (4) Vacancies due to promotion to official position.
- (5) Vacancies due to record being closed.
- (6) Vacancies due to locomotive engineers being assigned to permanent vacancies or to new runs or jobs which were advertised to the seniority district.
- (7) New runs or jobs in effect beyond the life of a full timetable.
- (8) New runs or jobs, which remain in effect for a period in excess of 90 days.

NOTE: A run created for the first time at the Spring Timetable Change would, if continued after the Fall Timetable Change, be then advertised on the seniority district as herein provided.

(Refer to Addendum 213)

206.2 At recognized Spring and Fall change of timetable, locomotive engineers will make choice of runs or jobs out of their respective home terminals, such choice to be made not later than 48 hours prior to the time the new timetable takes effect.

206.3 Locomotive engineers on leave of absence or on vacation with pay, will be permitted to exercise seniority on such assignments bulletined and filled during the period of such leave of absence or vacation with pay, provided application is made in writing within 7 days after reporting for duty, setting forth the date of the bulletin advertising the run or job claimed.

206.4 When a locomotive engineer commences pre-retirement vacation, the vacancy resulting therefrom shall be recognized as a permanent vacancy and advertised as such under the applicable provision of this Article.

206.5 Locomotive engineers assigned to regular service under Articles 206.1 or 206.3, will remain on the run or job to which assigned until change of timetable, unless assigned to another run or job by subsequent bulletin or displaced due to application of the seniority rules; except that they may exercise seniority to temporary vacancies or temporary assignments at their home terminal.

Work Train Service

206.6 Work train assignments which are anticipated to remain in effect in excess of seven days will be bulletined to the home terminal and stations subsidiary thereto.

206.7 Locomotive engineers will have the choice in seniority order when two or more trains are working at the same point.

Temporary Vacancies

206.8 Temporary vacancies are vacancies known to be of 14 days or more. Temporary vacancies will be posted for bid twice per week, on Mondays closing Thursdays and Thursdays closing Mondays and will be effective at 0001 on the day of the first trip.

The senior locomotive engineer who is awarded the temporary vacancy will remain on their present assignment until they are actually able to work the temporary vacancy **which would coincide no later than the second trip of the temporary vacancy.**

The locomotive engineer shall remain on the temporary vacancy until the last trip of the vacancy is completed or until displaced. A locomotive engineer who is occupying a temporary vacancy who is the successful applicant to a permanent vacancy will be allowed to occupy the permanent position following his days off on his temporary vacancy.

The locomotive engineer must remain on this permanent position for a period of **7 consecutive calendar days.**

206.9 In the application of article 206.8 above, the locomotive engineer awarded a **known** temporary vacancy **such** as annual vacation, **authorized leave of absence, company training courses**, will be automatically released from the temporary vacancy on completion of the last tour of duty prior to the date the assigned locomotive engineer is scheduled to return.

206.10 A Locomotive Engineer displaced from a temporary vacancy may displace any locomotive engineer their junior filling a temporary vacancy out of the terminal which they had not passed up while on their regular assignment, or they may return to their regular assignment.

Locomotive Engineer displaced may assume a temporary vacancy that has closed but is not yet in effect thus protecting the temporary vacancy date so long as the regular assignment is not scheduled to work before the effective date.

206.11 Locomotive Engineers returning from a **known vacancy** will be automatically shown as available for work at 22:00 on their last day of **such known vacancy**.

206.12 Locomotive engineers who move from one terminal to another in the exercise of seniority will not be permitted to claim an existing temporary vacancy at the terminal to which they move, but may apply for subsequent temporary vacancies.

206.13 In the application of Articles 206.9 to 206.12, a locomotive engineer will not be permitted to exercise seniority on a temporary vacancy in the same set or series of runs to which he or she is assigned.

206.14 Locomotive engineers are expected to keep themselves posted in regard to temporary vacancies which may occur during their lay-off days.

Posting of Notices

206.15 Any necessary notices to be posted in the application of this Article will show time and date of posting.

Filling of Vacancies when No Application Received

206.16 Should no application be received for any run or job, the junior locomotive engineer assigned to the spare board at the terminal out of which the assignment operates will be assigned except as provided in Article 206.17.

Note: They may release themselves if a junior spare board become available on the board. The forced employee is responsible to validate and confirm to CMC within twenty (24) hours the request for relief. If such confirmation is not received the provision of articles 206.8 and 206.9 would be applicable.

No Application Received for Five Days Per Week Yard Assignment

206.17 In the event that no applications are received for a yard assignment, the senior qualified locomotive engineer not working as such at the home terminal will be assigned, there being none, the junior locomotive engineer on the spare board will be assigned. The assignment of an employee under this Article 206.17 will take place on the first day of the workweek of the position.

Choice of Runs after Being on Leave of Absence

206.18 Locomotive engineers on leave of absence or on vacation with pay at change of timetable will be permitted to make their choice immediately upon reporting for duty.

Bidding from One Assignment To Another

206.19 Locomotive engineers who bid from one assignment to another will not be permitted to bid in the assignment vacated until such time as a vacancy again occurs on that assignment.

Bidding from One Terminal To Another

206.20 A locomotive engineer who exercises seniority to a permanent assignment at another terminal shall be considered as regularly assigned to such terminal.

Changes to Assignments

206.21 The locomotive engineers affected may make another choice of assignments at their home terminal when:

(a) The hours of work of any regular assignment are decreased in excess of 24 hours per 28 days (3 days in yard service), exclusive of preparatory time, initial terminal time, overtime, final terminal time and inspection time; or

(b) The home terminal is changed between changes of timetable; or

(c) An assignment with a fixed starting time is changed 2 hours or more either at the home or the away-from-home terminal; or

(d) The starting time of a yard assignment is changed 2 hours or more; or

(e) An assignment is changed from daily to tri-weekly or vice versa;

Such choice to be made at the time change is made effective.

206.22 When any changes are contemplated in train operations that will affect the crewing of trains, **the senior manager or delegate will consult** the local chairman **to review the changes**. This consultation should take place as soon as possible after it is known that the changes will occur so that the local chairman may make a meaningful contribution to the crewing arrangements.

(Refer to Addendum 212)