

Summary of Agreements Covering “Familiarization” Trips

Familiarization trips are defined as trips that management requires an employee to make prior to working a new territory or job. In other words, management believes that these trips are necessary for safety reasons. In an effort to clear up any misunderstandings about when employees are entitled to pay when **familiarization trips** are required by management, we have prepared the following matrix, which outlines the agreements in effect for each craft:

U T U

<i>Former BN</i>		<i>Former SF</i>	
Forced	Voluntary	Forced	Voluntary
NO PAY There are currently no agreements in place that require the Carrier to pay for familiarization trips.	NO PAY There are currently no agreements in place that require the Carrier to pay for familiarization trips.	YES PAY By 6/17/02 Understanding, the Carrier pays employees forced from one Seniority District to another Seniority District who are <u>required</u> to make familiarization trips as if they had worked as a brakemen.	YES PAY By 6/17/02 Understanding, the Carrier pays employees exercising seniority from one Seniority District to another Seniority District within the same Grand Seniority District who are <u>required</u> to make familiarization trips as if they had worked as a brakemen. Employees utilizing flow-back to ground positions are not paid familiarization pay. Employees moving from one Grand Seniority District to a different Grand Seniority District are not paid familiarization pay.

B L E

<i>Former BN</i>		<i>Former SF</i>	
Forced	Voluntary	Forced	Voluntary
YES PAY Article XVII of the 1996 agreement requires the Carrier to compensate engineers a basic day at the rate of the guaranteed extra list.	YES PAY Article XVII of the 1996 agreement requires the Carrier to compensate engineers a basic day at the rate of the guaranteed extra list.	YES PAY Article 5, 2007 BLET Local/National Agreement requires the Carrier to compensate engineers a basic day at the rate of the guaranteed extra list.	YES PAY Article 5, 2007 BLET Local/National Agreement requires the Carrier to compensate engineers a basic day at the rate of the guaranteed extra list.

Division Superintendents can determine the number of **familiarization trips** required on their respective properties. Where an agreement or letter is not applicable, the Division Superintendents can determine if the employees will be compensated and the amount of compensation.

Familiarization trips are different from **qualification trips**. Management is required to compensate all engineers for **qualification trips** (trips required for engineer promotion or 3 year re-certification).