

**AGREED TO QUESTIONS AND ANSWERS  
DFW – LONGVIEW WORK STABILIZATION AGREEMENT**

**WORK STABILIZATION AGREEMENT DFW – LONGVIEW HUBS**

**ARTICLE III – EFT DESIGNATIONS**

- Q1. Does this Agreement allow an employee to select an EFT in which they hold no seniority?
- A1. The provisions of Article III, Sections A (1) and B (1) provide an employee's EFT selection must be one of those identified in Section C of Article II and also within the employee's seniority district as listed in Article I, Section D.
- Q2. When this Agreement is signed, how will the thirty-day time period for electing an EFT be applied?
- A2. The employee must notify CMS within 30 days after this Agreement is signed to select an EFT.
- Q3. In regards to Question and Answer No. 2 above, what happens if an employee fails to elect an EFT within thirty days?
- A3. The employee will be considered as electing the EFT in which they are currently working.
- Q4. An employee is on an authorized leave or in dismissed status prior to the date of this Agreement. What process will be used to select an EFT upon his/her return to service?
- A4. Employees returning from authorized LOA or dismissed status subsequent to the date of this Agreement will elect an EFT at the time of the employee's return.
- Q5. An employee has not exercised the option to change their EFT designation since this Agreement was implemented five years ago. Can the employee change their EFT designation subject to the conditions in Article III, Sections A (4) and B (4)?
- A5. Under the terms of this agreement an employee may elect to change their EFT no more frequently than every three (3) years.
- Q6. A bulletin advertising engineer promotion is posted for EFT #2. The employee's designated EFT is #4 in Longview. Is the employee required to bid on the EFT#2 engineer promotion bulletin?
- A6. The provisions of Article III, Section C, 1, provides when a notice is posted for engine service training at a location other than an employee's designated EFT, the employee will not be required to bid on the advertised engineer service training position and his/her seniority rights as an engineer will be protected as long as he/she takes promotion at the first available opportunity at his/her designated EFT, seniority permitting.
- Q7. In regard to Question No. 6 above, is an employee restricted from bidding on the engine service promotion bulletin because it is outside their designated EFT?
- A7. The provisions of this Agreement do not restrict an employee from bidding on an engineer promotion bulletin outside their designated EFT.

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- Q8. An employee voluntarily elects to not bid on an engine service promotion bulletin at their designated EFT at the first available opportunity. What happens to their relative standing as a trainman on the engineer's roster?
- A8. The employee will not maintain their relative standing as a trainman on the engineer's roster and will assume the relative standing in the class they are the successful bidder below the junior engineer in their designated EFT, seniority permitting.
- Q9. Notice advertising for engine service promotion has never been offered at an employee's designated EFT. The employee subsequently relocates and changes their EFT designation. Is the employee's relative standing as a trainman on the engineer's roster protected at the new designated EFT?
- A9. The employee's relative standing as a trainman on the engineer's roster will be protected as long as they take promotion at the first availability opportunity at the designated EFT, seniority permitting.
- Q10. Notice advertising for engine service promotion is offered at an employee's designated EFT. The employee voluntarily elects to not bid on the advertised bulletin. The employee subsequently relocates and changes their EFT designation. Is the employee's relative standing as a trainman on the engineer's roster protected in this instance?
- A10. An employee who voluntarily fails to take promotion at the first designated EFT offering engine service promotion will not maintain their relative standing as a trainman on the engineer's roster and will assume the relative standing in the class in which they are the successful bidder below the junior engineer in the first designated EFT in which they voluntarily elected to not bid on an advertised bulletin, seniority permitting. It is not the intent of this Agreement to allow an employee to obtain a better standing on the engineer's roster than they would have otherwise been entitled to prior to any change in their designated EFT.

**ARTICLE VI – ASSIGNMENTS / APPLICATIONS**

- Q11. A demoted engineer is working as a trainman in EFT #2. Can the demoted engineer place a bid on an engineer vacancy in EFT #3?
- A11. Applications or bids from an employee will only be accepted for the craft in which an employee is working at the time the vacancy is to be filled.
- Q12. An employee cannot hold an assignment as an engineer and elects to reduce to train service at their designated home EFT in accordance with the provisions in Article IV, Section B (2). When can the employee return to engine service?
- A12. When it become necessary to increase the number of engineers within an EFT, the employee may return to engine service under the provisions of Article V.