

## **ARTICLE 12 - FILLING VACANCIES**

In the event the extra board is exhausted on a specific seniority district, the following procedure may be utilized to fill Yardman/Yardmen vacancies on that specific seniority district. This procedure shall be adhered to in the following sequence:

1. In the event there is no Yardman available on the extra board in a specific seniority district, the vacancy shall be filled from the "Available Board" at that specific district. Such Yardman working from the "Available Board" shall be paid the applicable overtime rate of pay.
2. In the event there is no Yardman on the "Available Board" on that specific seniority district, the Carrier shall attempt to fill the Yardman vacancy from any of the various extra boards on a voluntary basis utilizing a Yardman who was employed by IHB on or prior to October 1, 1992. Such Yardman working from any of the various extra boards on a voluntary basis shall be paid at the applicable overtime rate of pay.
  - A. Such Yardman shall be called in position order and be afforded the opportunity to fill such vacancy accordingly.

**NOTE:** A Yardman on the extra board desirous of filling a vacancy on a seniority district other than his/her own, shall notify the Crew Dispatcher of his/her intent. Such Yardman shall have his/her crew tag marked accordingly. A Yardman who has not notified the Crew Dispatcher of such intent, shall not be called.

## **ARTICLE 12 - FILLING VACANCIES (Continued)**

- B. All compensation due to a Yardman that is earned due to such Yardman filling a vacancy on other than his/her own seniority district shall be credited to the seniority district where such Yardman earned such compensation for the purposes of computing the Guaranteed Daily Rate of Pay at that seniority district.
- C. In the event a Yardman declines to fill a vacancy on other than his/her own seniority district, he/she shall not lose his/her position on the extra board, nor be penalized in any manner for refusing to do so.

**NOTE:** It is understood that this practice is not intended to adversely affect the Guaranteed Extra Board Start(s) for a Yardman.

- 3. In the event there is no volunteer from any of the various extra boards, the Carrier may fill a vacancy from any of the various extra boards utilizing a Non-Protected Employee(s).
  - A. Such Non-Protected Employees shall be called to fill such vacancies in position order (rotary order) from any of the various extra boards.
  - B. In the event a Non-Protected Employee is called, he/she shall be required to fill such vacancy and his/her Extra Board Start(s) shall be reduced by one, if applicable.

## **ARTICLE 13 - HELPER DIVERSION**

### **Section 1**

In the event there is/are not a Yardman/Yardmen on a yard assignment, including an Outer Belt Transfer Assignment, on a seniority district and in the event there is/are no rested Yardman/Yardmen on the extra board from that same seniority district, the Carrier may divert a Yardman/Yardmen from that same district, utilizing the following procedure to fill such vacancy. Such Yardman/Yardmen shall be paid the applicable overtime rate of pay for the assignment that such Yardman/Yardmen is/are diverted to.

- A. The Carrier shall select, at their discretion, a qualified Yardman on a shift and divert such Yardman accordingly. Such Yardman shall be required to accept diversion.
- B. The Carrier may divert a Yardman from any one assignment to another assignment; however, the Carrier shall only divert such Yardman from one assignment to another assignment within the starting time bracket on the same shift that such qualified Yardman is scheduled to perform service.
- C. Such Yardman shall be contacted by telephone not less than two (2) hours prior to the starting time of the assignment that such Yardman is diverted to or not less than two (2) hours prior to the starting time of such Yardman's regular assignment, whichever assignment is earlier.

### **Section 2**

In the event a Yardman vacancy develops on an assignment after such assignment has commenced duty, the Carrier may divert a Yardman on that shift utilizing the provisions as set forth in ARTICLE 13, Section 1, if practicable.

### **Section 3**

Yardmen so diverted shall be automatically placed on their regular assignment by the Carrier for the following day.