**RULE 32-**

**FILLING VACANCIES**

**(a)** Made‑Up Crews: Pool freight crews will be made up at the home terminal and will be placed last out on the board at the time they are made up. When regular pool crews are not available extra pool crews may be made up at home pool terminal and will be taken off on return to home pool terminal. When the volume of business justifies an additional regular crew or crews in pool freight service, or when the volume of business justifies the establishment of regular pool freight service on any district the following shall apply:

**(1)** The conductor vacancy will be filled by assigning the senior conductor with a written application on file and if no application on file, the junior unassigned conductor working at the point where vacancy occurs will be assigned.

**(2)** The senior extra brakeman or brakemen next in line for a regular car will be placed on such crew or crews. If senior brakeman or brakemen required are not available, they will be marked up on such crew or crews and extra brakeman or brakemen used as per Rule 29 until senior brakeman or brakemen are available; provided, however, that men who signify their desire in writing to remain on the extra board may do so.

**(b)** Brakeman Vacancies ‑ Home Terminal: Brakeman vacancies in pool freight service at the home terminal will be filled by:

 **(1)** First‑out brakeman on the protecting extra board.

 **(2)** Senior available regularly assigned yardman observing his designated "days off.''

**NOTE:** In the application of paragraph (2) employees desiring to perform service on their designated "days off" must file written application with the crew dispatcher for each quarter-annual period commencing January I, April 1, July I and October 1. Calls will be issued in seniority order and refusal (if contacted) to accept a call shall constitute forfeiture of intent, and employee will not thereafter be considered for extra service under this paragraph for the remainder of the period.

 **(3)** First‑out yardman on the yard extra board.

 **(4)** Furloughed and/or "stay‑at‑home" employees (brakemen‑yardmen) who can be contacted and made available for the service.

 **(5)** Advance the senior regularly assigned brakeman from the next-out pool freight turn.

**(c)** Brakeman Vacancies ‑ Away‑From‑Home Terminal: In filling vacancies in pool freight service at the away‑from‑home terminal, the

following shall apply:

 **(1)** Advance the senior regularly assigned brakeman from the next-out pool freight turn.

 **(2)** If no regularly assigned brakemen on the next‑out pool turn, the senior extra brakeman on the next‑out pool turn shall be used.

 **(3)** The first‑out employee on the protecting extra board at the away‑from‑home terminal. If called from a combination extra board, shall be paid at the yard helper's rate of pay.

**(d)** Conductor Vacancies ‑ Home Terminal: In filling a vacancy in the position of conductor on runs working out of the extra board point, when the extra board is exhausted, the senior available unassigned conductor at the extra board point will be used, except that where there is a senior unassigned conductor on the run upon which the vacancy occurs, he will be used. Unassigned conductors used under this rule will be relieved of the assignment upon tie‑up at the terminal where the extra board is maintained.

 **(e)** Conductor Vacancies ‑ Outlying Points: In filling a vacancy in the position of conductor at an outlying point, in cases where the extra board protecting such service is exhausted, the senior unassigned conductor working on the run upon which the vacancy occurs will be used and will remain on the run until return of the regular conductor or until displaced in the manner as provided for in Section (a)(1) of this rule. If there are no unassigned conductors working on the run the senior available unassigned conductor at the extra board point will be used.

If there is not sufficient advance notice of the need for a conductor at an outside point to enable bringing a man from the extra board point, the run will be filled by the senior available unassigned conductor working on the crew (if no unassigned conductor is on the crew, then by the senior available unassigned conductor at the point where the vacancy occurs) and the conductor used will remain on the run for one round trip and will then be relieved by an assigned extra conductor; except, with respect to crews operating between Albina and Argo, the emergency conductor will be relieved at Centralia if an assigned extra conductor is available.

**(f)** Conductor Vacancies ‑ Away‑From‑Home Terminal: In filling conductor vacancies in pool freight service at the away‑from‑home terminal, the following shall apply:

**(1)** The senior available qualified promoted brakeman (unassigned conductor) of the crew on which the vacancy occurs.

**(2)** The senior available qualified promoted brakeman (unassigned conductor) in pool freight service at the away‑from‑home terminal.

 **(3)** The regular assigned pool conductor from the next succeeding pool freight turn, which advancement shall be without penalty to the Company.

**NOTE:** A conductor used in accordance with this paragraph (f) shall be paid what he actually earns or what he would have earned on his own pool turn, whichever is the greater.