



The Atchison, Topeka and Santa Fe Railway Company

A Santa Fe Industries Company

80 East Jackson Boulevard, Chicago, Illinois 60604, Telephone 312/427-4800

Y-28  
R-25

March 8, 1984

Messrs. G. R. Maloney, Vice President  
United Transportation Union  
1424 Langlade Avenue  
Green Bay, Wisconsin 54304

M. R. Hicks, General Chairman  
United Transportation Union (CT&Y)  
8100 Marty, Suite 100  
Overland Park, Kansas 66204

Gentlemen:

In consonance with awards on this property interpreting computation of pay for time lost in discipline cases, the following will govern:

1. The earnings of the claimant for 12 months prior to removal from service will be compared to the average earnings of two employees immediately below claimant on seniority roster for the same 12-month period to arrive at an earnings ratio.
2. If either of the two junior employees had no earnings during any of the 12 months, that month(s) will be disregarded for both junior employees and sufficient prior months will be used to arrive at a total of 12-months, if possible.
3. The ratio of claimant's earnings to average earnings of the two junior employees during the 12 months will be used to compute "time lost" by applying this ratio to average earnings of the two junior employees during period in which "time lost" is to be allowed.

Example: If claimant's earnings during preceding 12 months was \$33,000 and average earnings of two junior employees was \$35,775, the ratio would be 97.83%. Applying the 97.83% to average earnings (\$45,300, for example) of two junior employees during "time lost" period, claimant would be allowed \$44,316.99 for "time lost". If, however, claimant had earnings of \$38,000 during preceding 12 months, the ratio in above example would be 106.22% and "time lost" would amount to \$48,117.66 rather than \$44,316.99.

4. The foregoing is not applicable to employes who were medically unable to perform service during the period in which "time lost" is to be computed.

Yours truly,

*John P. Frestel, Jr.*

John P. Frestel, Jr.  
Acting Vice President - Personnel  
and Labor Relations

AGREED:

*M. A. Hicks*  
General Chairman, UTU(CT&Y)

APPROVED:

*James H. Maloney*  
Vice President, UTU