

LABOR AGREEMENT

BETWEEN

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**

AND

PADUCAH & LOUISVILLE RAILWAY, INC.

(Effective January 1, 2019)

TABLE OF CONTENTS

PREAMBLE – CUSTOMER SERVICE 1

SCOPE 1

RULE 1 – CLASSIFICATION OF MACHINIST AND WORK..... 1

RULE 2 – RATES OF PAY AND PAY DAYS 2

RULE 3 – 401(K) PLAN 2

RULE 4 – RATES OF POSITIONS 2

RULE 5 – DAY’S WORK – WORK WEEK – NON-OPERATING EMPLOYEES 3

RULE 6 – MEAL PERIOD 4

RULE 7 – STARTING TIME..... 5

RULE 8 – CHANGING STARTING TIME, REST DAYS, AND HEADQUARTER POINTS 5

RULE 9 – OVERTIME 6

RULE 10 – APPLICATIONS..... 6

RULE 11 – SENIORITY DATUM 6

RULE 12 – SENIORITY DISTRICTS 7

RULE 13 – SENIORITY ROSTER..... 7

RULE 14 – WORK ASSIGNMENTS 8

RULE 15 – BULLETINS..... 8

RULE 16 – QUALIFYING..... 8

RULE 17 – VACATION AND RELIEF ASSIGNMENTS 9

RULE 18 – SERVICE OUTSIDE OF REGULAR ASSIGNMENTS..... 9

RULE 19 – CHANGED DUTIES 9

RULE 20 – REDUCING FORCES OR ABOLISHING POSITIONS 10

RULE 21 – EXPENSES..... 11

RULE 22 – LEAVE OF ABSENCE..... 11

RULE 23 – LEAVE OF ABSENCE –EMPLOYEE REPRESENTATIVES 12

RULE 24 – RETURNING FROM LEAVE 12

RULE 25 – ATTENDING COURT 12

RULE 26 – JURY DUTY 13

RULE 27 – HOLIDAYS 14

RULE 28 – VACATION..... 14

RULE 29 – HEALTH AND WELFARE 17

RULE 30 – DISCIPLINARY PROCEDURE 18

RULE 31 – TIME LIMIT ON CLAIMS 19

RULE 32 – DULY ACCREDITED REPRESENTATIVE..... 20

RULE 33 – PERSONAL LEAVE DAYS 20

RULE 34 – COPY OF AGREEMENT..... 20

RULE 35 – BEREAVEMENT LEAVE 21

RULE 36 – WAGE INCREASES 21

EFFECT OF AGREEMENT 21

APPENDIX 1 – AGREEMENT POSITIONS 23

APPENDIX 2 – UNION SHOP AGREEMENT 24

APPENDIX 3 – UNION DUES DEDUCTION AGREEMENT..... 30

APPENDIX 4 – PHYSICAL DISQUALIFICATION..... 33

APPENDIX 5 – WAIVER OF HEARING..... 35

APPENDIX 6 – QUESTIONS & ANSWERS REGARDING BEREAVEMENT LEAVE.....	36
APPENDIX 7 – TRAINING AGREEMENT	38
LETTER OF UNDERSTANDING NO. 1.....	50
LETTER OF UNDERSTANDING NO. 2.....	51
LETTER OF UNDERSTANDING NO. 3.....	52
LETTER OF UNDERSTANDING NO. 4.....	53
LETTER OF UNDERSTANDING NO. 5.....	54
ATTACHMENT A	55

PREAMBLE

CUSTOMER SERVICE

The parties to this Agreement agree that the fundamental objective of the railroad, its management and employees, is to provide service to its customers in the most efficient manner. Accordingly, the parties agree that in interpreting and implementing this Agreement, paramount emphasis shall be placed on providing efficient service to customers.

It is the goal of the parties to provide for agreements that accommodate the requirements of the employees, the Company and customers. Accordingly, Paducah & Louisville Railway, Inc. and the Organization shall meet periodically to discuss and evaluate the labor agreements and their application.

SCOPE

These rules shall constitute an agreement between the PADUCAH & LOUISVILLE RAILWAY, INC. and the INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS and shall govern the hours of service, working conditions and rates of pay of employees engaged in the work described in Appendix 1, and other employees who may subsequently be employed to do such work, represented by the INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS.

RULE 1

CLASSIFICATION OF MACHINIST AND WORK

- (a) The positions covered by this Agreement on the effective date hereof are as set forth in Appendix 1 of this Agreement.

NOTE: Any new positions created after the effective date of this Agreement to perform the work covered hereby shall be covered by the provisions of this Agreement.

- (b) When a position covered by this Agreement is abolished, the work assigned to such position which remains to be performed will be reassigned to other positions covered by this Agreement.
- (c) Work covered by this Agreement shall not be removed from the application of the rules of this Agreement except by mutual agreement between the parties signatory hereto.
- (d) An officer shall not be permitted to perform any work covered by this Agreement, except when linked to instructional duties.
- (e) The use of such words as "he", "his", and "him", as they appear in this Agreement are not intended to restrict the application of the agreement or a particular rule to a particular sex, but are used solely for the purpose of grammatical convenience and clarity.

**RULE 2
RATES OF PAY AND PAY DAYS**

- (a) Rates of pay for all positions shall be as set out in Appendix 1.
- (b) Employees shall be paid every other Friday. Should the payday fall on a legal holiday, the employee shall be paid on the preceding day or days. Vouchers for pay shortages equal to one (1) day or more shall be issued upon request.

**RULE 3
401(K) PLAN**

- (a) Paducah & Louisville Railway, Inc. shall provide a 401(K) Plan for all employees covered under this Agreement.
- (b) Paducah & Louisville Railway, Inc. will be responsible for all costs of establishing the Plan. Paducah & Louisville Railway, Inc. will also be responsible for Plan administration, including the making of payroll deductions, the semi-monthly payments to the designated trustee and all other in-house services normally provided by an employer in connection with the operation of a 401(K) Plan.
- (c) Trustee and investment fees will be covered by Trust Fund earnings. In the event trust earnings are not sufficient to cover cost, Paducah & Louisville Railway, Inc. will cover these costs. All other costs will be paid by Paducah & Louisville Railway, Inc.
- (d) The Carrier's basic annual contribution will be \$200 per year to the 401(K) account of each eligible employee. In addition, the Carrier will contribute \$0.50 for every \$1.00 contribution made by the eligible employee to the Plan for an additional maximum Carrier contribution of \$750 per year. All contributions will be pre-tax and the Carrier will match the employee's contribution on a payday-by-payday basis.
- (e) Details concerning eligibility, contributions, investment options, modification periods, and other provisions shall be outlined in the Plan Document.

**RULE 4
RATES OF POSITIONS**

- (a) Positions (not employees) shall be rated and the transfer of rates from one position to another shall not be permitted.
- (b) Employees temporarily assigned to higher rated positions shall receive the higher rates for the entire day. Employees temporarily assigned to lower rated positions shall not have their rates reduced.
- (c) 1. Upon presentation of proof of expenditures, the Carrier shall reimburse employees for all fees necessary to obtain CDL License for the first application. Once the CDL is obtained, subsequent additional endorsements required to maintain the license requirements

will also be reimbursed.

2. Employees shall be permitted the use of an appropriate Carrier or rented vehicle to take CDL test provided that written request for the use of such vehicle is made to the employee's immediate supervisor no less than ten (10) working days prior to the CDL test.
3. When the Carrier has failed to provide a vehicle on a timely basis for an employee who has filed a written request under (b) above and a junior employee is awarded a position that pays the allowance under (d) below, such senior employee will be paid the allowance until provided the vehicle to take the CDL test or the junior employee no longer hold the CDL position, whichever comes first.
4. When the Carrier requires an assignment to have a CDL, it will be bulletined under Rule 15 with that requirement. The incumbent, or any employee filling the vacancy for a day or more, will be allowed a \$.50 differential per hour. This allowance is not subject to future wage increases.
5. All Local, State, and Federal regulations applicable to a vehicle requiring the driver to have a CDL License must be met.

RULE 5

DAY'S WORK - WORK WEEK - NON-OPERATING EMPLOYEES

- (a) Eight (8) consecutive hours, exclusive of the meal period, shall constitute a day's work for which eight (8) hours pay will be allowed. Except as provided elsewhere in this Agreement, no pay will be allowed for days not worked.
- (b) The work week for all employees subject to this Agreement will be forty (40) hours, consisting of five (5) days of eight (8) hours each with two (2) consecutive days off in each seven (7); workweeks and workdays may be staggered in accordance with Company's operational requirements; so far as is practicable the days off shall be Saturday and Sunday.
- (c) Regular Relief Assignments –
 - (1) To the extent reasonably possible, regular relief assignments with five (5) days of work and two (2) consecutive rest days will be established to do the work necessary on rest days of regular assignments, or to perform relief work on certain days and such types of other work on other days as may be assigned under this Agreement. A bulletin shall designate the job relieved.
 - (2) Assignments for regular relief positions may on different days include different starting times, duties and work locations for employees of the same class, provided they take the starting time, duties and work locations of the employee or employees whom they are relieving.
- (d) Non-consecutive Rest Days –

The typical workweek is to be one with two (2) consecutive days off. However, when customer service so requires, work weeks which may affect the consecutiveness of the rest days of positions or assignments may be adopted pursuant to the provisions of Rule 16.

The Company shall generally consider the following factors in determining non-consecutive rest days:

- (1) Regular relief positions established pursuant to Paragraph (c) of this rule.
 - (2) Possible use of rest days other than Saturday and Sunday, in accordance with other provisions of this Agreement.
 - (3) Other suitable or practicable plans which may be suggested.
- (e) Beginning of Workweek – The term “workweek” for regularly assigned employees shall mean a week beginning on the first day on which the assignment is bulletined to work, and for unassigned employees shall mean a period of seven (7) consecutive days starting with Monday.

NOTE: The expressions “positions” and “work” used in this rule refer to service, duties, or operations necessary to be performed the specified numbers of days per week and not to the workweek of individual employees.

RULE 6 MEAL PERIOD

- (a) Unless otherwise agreed to by the Designated Carrier Officer and Local Chairman, the meal period shall not be less than twenty (20) minutes nor more than one (1) hour.
- (b) For operations determined to require continuous hours, eight (8) consecutive hours without meal period shall be assigned as constituting a day’s work, in which case not less than twenty (20) minutes shall be allowed in which to eat, without deduction in pay, between the ending of the fourth hour and the beginning of the seventh hour after starting work.
- (c) When a meal period is allowed it shall be regularly assigned between the ending of the fourth hour and the beginning of the seventh hour after starting work, unless otherwise agreed to between the management and the duly accredited representative. If the meal period is not afforded within the assigned period and is worked, the meal period shall be paid for at the overtime rate and twenty (20) minutes with pay in which to eat shall be afforded at the first opportunity.
- (d) Except when otherwise instructed, an employee shall not be required to work more than three (3) hours overtime after completing eight (8) hours service, without being permitted thirty (30) minutes within which to eat without loss of time. If the employee is not accorded such meal period, he shall be allowed, in addition to actual time worked, thirty (30) minutes additional compensation at overtime rate.

**RULE 7
STARTING TIME**

- (a) Where work is performed covering the twenty-four hour period, the starting time of each shift will be between the hours of six (6) and eight (8) AM., two (2) and four (4) PM, and ten (10) PM and Midnight.
- (b) It is agreed that at points where the requirements of service can be met in one or two eight (8) hour shift(s) per day, any of the three (3) shifts determined by the preceding requirements of this rule may be utilized.
- (c) If the actual requirements of service are such that they cannot be reasonably met by the provisions of Paragraph (b), then one shift may be established based on the actual requirements of service. Where such a special shift is created, the Carrier shall advise the Local Chairman as to the reasons why such a shift must be established to meet actual and necessary requirements of service.

**RULE 8
CHANGING STARTING TIME, REST DAYS AND HEADQUARTER POINTS**

- (a) Regular assignments shall have a fixed starting time, rest days and headquarter points. The regular starting time, rest days and headquarter points shall not be changed without at least forty (40) hours advance written notice to the employees affected.
- (b) When the established starting time of any regular assignment is changed two hours or more, or one or both assigned rest days are changed, or headquarter point is changed the Company shall rebulletin the position. Employees affected may, within seven (7) days thereafter, and upon forty (40) hours advance written notice within such seven (7) day period, exercise seniority rights to any position held by a junior employee. An employee who fails to exercise seniority within the seven (7) day period, must then either displace the junior employee on the seniority roster or bid on a bulletin vacancy where such employee holds seniority. During this seven (7) day period, such employee will perform work as assigned. Other employees affected may exercise their seniority rights in accordance with Rule 22(b).

The seven (7) day period may be extended by reason of leave of absence or vacation, including the rest days during and following such vacation.

- (c) When the starting time of an established position is so changed as to convert from day hours to night hours, or vice versa, such change shall be deemed to constitute the abolishment of the position and the creation of a new position subject to bulletining in accordance with Rule 16. Starting times between 6:00 A.M. and 1:00 P.M. (both inclusive) are deemed day assignments; other starting times are deemed night assignments.
- (d) When a position is bulletined pursuant to Paragraph (c), the occupant will remain thereon until it is awarded. If not the successful applicant, he may exercise seniority in accordance with Rule 20(b). Other employees may exercise their seniority rights in the same manner.

RULE 9 OVERTIME

- (a) All time worked in excess of eight (8) consecutive hours in any twenty-four (24) hours shall be paid for as overtime, at one and one-half times the hourly rate. Except as otherwise provided for in this rule, all overtime beyond sixteen (16) hours of service in any twenty-four (24) hour period computed from the starting time of an employee's regular shift shall be paid for at the rate of double time. Employees instructed to work overtime shall work overtime whether such overtime occurs before or after the regular assignment. Overtime will be offered to employees in seniority order on a rotating basis, provided the employee is qualified to perform the requisite task. Employees will not be laid off during regular working hours to equalize time. A record of overtime worked will be kept and made available to the Committee.
- (b) Employees who have worked more than five (5) days in a work week shall be paid one and one-half times the basic straight time rate of work on the sixth and/or seventh day of their work week. Employees performing more than five (5) days service per week because of voluntarily moving from one assignment to another are not entitled to overtime.
- (c) No overtime hours shall be worked or permitted except by direction of the proper supervising official except in cases of emergency where advance authority is not obtainable.

RULE 10 APPLICATIONS

- (a) Applications for newly hired employees shall be approved or disapproved within ninety (90) calendar days worked after applicant begins work. If application is not disapproved within the ninety (90) day period, the application will be considered as having been approved.
- (b) An employee who has been accepted for employment in accordance with Paragraph (a) will not be terminated or disciplined for furnishing incorrect information or withholding information unless management determines that the information was of such a nature that the employee would not have been hired if the Company had timely knowledge of it.

RULE 11 SENIORITY DATUM

- (a) Seniority begins at the time the employee starts compensated service in a position covered by this Agreement.
- (b) Where two or more employees are assigned at the same time on the same day, they shall be ranked in the order of the date of birth with the older as senior.
- (c) Any employee covered by this Agreement who is promoted to an official, supervisory, or excepted position may elect to retain and accumulate seniority within his craft or class represented by the Organization party to this Agreement so long as he continues to maintain

his good standing membership with the Organization signatory hereto at the local lodge having jurisdiction at the location the promoted employee holds seniority. In the event an employee who has exercised this option is subsequently removed from such position by the Company (other than through dismissal for cause), he shall be entitled to displace any employee with less seniority in his craft or class on the seniority roster from which promoted, or bid on a bulletined vacancy.

- (d) If an employee is promoted and elects not to maintain his good standing membership with the Organization pursuant to the provisions of this rule and thirty (30) days written notice thereof is given to the Paducah & Louisville Railway designated office by the duly authorized representative of the Organization party to this Agreement with a copy to the employee involved, and the employee does not establish a good standing membership in the Organization within said thirty (30) days, said employee's seniority in his craft or class shall cease to accumulate as of the last day of the last month in which he was a member in good standing and he may not subsequently elect to again accumulate seniority unless he returns to a position in the ranks and becomes a member in good standing of the local lodge having jurisdiction where the employee holds seniority.
- (e) Seniority rights of employees to vacancies or new positions or to perform work covered by this Agreement shall be governed by these rules.
- (f) Employees voluntarily leaving service will forfeit all seniority and if they re-enter the service will be considered as new employees.
- (g) Except as otherwise provided in this agreement, seniority rights of employees covered by these rules may be exercised only in case of vacancies, new positions, reduction of forces or memorandum of agreements between the parties signatory hereto covering special circumstances which in their judgment require such action.

RULE 12 SENIORITY DISTRICTS

For the employees covered by this Agreement, the entire railroad shall constitute a single seniority district over which employees may exercise their seniority.

RULE 13 SENIORITY ROSTER

- (a) A seniority roster showing name, occupation, location, and seniority date of all employees within the seniority district will be posted within thirty (30) days following the effective date of this Agreement in places accessible to all employees affected. A copy of the roster will be provided to the Local and General Chairman at the time they are posted.
- (b) The rosters will be revised and posted in January of each year and will be open to protest (for errors associated with the new roster only) for a period of thirty (30) days from date of posting and upon presentation of proof of error by an employee, or his representative, such error shall be corrected.

- (c) The provision for annual revision and posting of seniority rosters shall not be construed to mean that the duly accredited representatives of the employees will be denied the right to request and receive a revised roster when reductions in force are contemplated or when, due to turn-over in forces, the annual roster does not furnish the information necessary to properly apply the provisions of this Agreement.

**RULE 14
WORK ASSIGNMENTS**

Except as otherwise provided herein, the Company shall have sole discretion to establish, change from time to time, and abolish work assignments.

**RULE 15
BULLETINS**

- (a) All new positions and vacancies (except those of less than thirty (30) day's duration) shall be promptly bulletined in places accessible to all employees affected for a period of seven (7) days. Such bulletin will show headquarter point, title and description of position, rate of pay, assigned hours of service, assigned meal period, and assigned rest days.
- (b) Employees desiring such position shall within seven (7) days of date of posting of the bulletin file their applications with the officer whose name is signed to the bulletin, sending copy to the Local Chairman. The senior applicant shall be placed on position within ten (10) days following expiration of the bulletin. A bulletin of assignment, designating the successful applicant, shall be posted for a period of five (5) calendar days at all places where the position was bulletined.
- (c) When more than one vacancy or new position exists at the same time, machinists shall have the right to bid on any or all, stating preference. Nothing in this rule shall be construed to prevent employees from bidding on any or all bulletined positions, irrespective of whether the position sought is of the same, greater or lesser remuneration.
- (d) When an employee bids for and is awarded a position, his former position, if not abolished, shall be declared vacant and bulletined immediately.
- (e) Bulletined positions may be filled temporarily pending an assignment. In the event no applications are received, the position may be filled by management by appointment of the junior qualified Machinist working at the location where the vacancy exists. The former job of the appointed employee shall remain available to such appointed employee unless such job is abolished pursuant to provisions of this Agreement.

**RULE 16
QUALIFYING**

- (a) An employee who acquires a position through bidding or displacement rights and fails to qualify within fifteen working days will be assigned by the Company for the succeeding five (5) days. During this period the employee may exercise displacement rights over

Junior employees. Each subsequently affected employee shall be afforded the same conditions.

- (b) Employees who acquire a position will be given full cooperation by supervisors and other employees in their efforts to qualify.

RULE 17
VACATION AND RELIEF ASSIGNMENTS

- (a) The Company may establish regular assigned vacation relief positions as necessary for vacation relief or other relief work.
- (b) Bulletins in accordance with Rule 17 for regular assigned relief positions shall show territory included in the assignment, (if applicable), headquarters point, and type of positions to be relieved. Starting time and rest days will be those of the position relieved. Employees holding relief assignments will not be required to fill vacancies more than thirty (30) miles from the headquarters point.

RULE 18
SERVICE OUTSIDE OF REGULAR ASSIGNMENTS

- (a) Employees required to perform service on assigned work days of their regular work week not continuous with the regular work period shall be allowed a minimum of two (2) hours at the overtime rate of pay for two (2) hours work or less, and thereafter on a minute basis.
- (b) Employees required to perform service on their rest days shall be allowed a minimum of two (2) hours pay at the overtime rate for two (2) hours work or less, and thereafter on a minute basis.
- (c) Service rendered by employees on their assigned rest days relieving an employee assigned to such day shall be paid for at the rate of the position occupied or their regular rate, whichever is higher, with a minimum of eight (8) hours at the rate of time and one-half, unless released early at their own request, in which case they will be compensated under Paragraph (b) of this rule.
- (d) Employees required to perform services on Holidays will be allowed a minimum of four (4) hours pay at the overtime rate for four (4) hours worked or less and thereafter on a minute basis.
- (e) When a holiday falls on a work day of a regularly assigned employee and his position is worked, and is not combined with another position on the same shift, the regular employee is entitled to be used.

RULE 19
CHANGED DUTIES

When the duties of any position are so changed that management determines that the occupant cannot perform them satisfactorily, the occupant shall be permitted ten (10) work days to exercise

his seniority rights to a position held by a junior employee. This rule may only be invoked when an employee's physical or mental condition (as verified by a medical doctor's report) becomes such that he can no longer perform his regular duties.

RULE 20
REDUCING FORCES OR ABOLISHING POSITIONS

- (a) In reducing forces or abolishing positions, seniority rights shall govern. Except as provided in Paragraph (e) and (f) of this Rule, at least five (5) working days' advance notice, following the date of notice, shall be given employees affected prior to reduction of forces or in abolishing positions. A copy of such notice shall also be posted on bulletin boards (copy furnished to each Local Chairman).
- (b) Employees whose positions are abolished may exercise their seniority rights over junior employees; other employees affected may exercise their seniority rights in the same manner. Employees whose positions are abolished or who are displaced, and whose seniority rights entitle them to a regular position, shall assert such rights within seven (7) working days from the date actually affected. An employee who fails to exercise seniority within the seven (7) day period, must then either displace the junior employee on the seniority roster or bid the bulletined vacancy where such employees hold seniority. Until the employee exercises his seniority he will perform work as assigned. Employees having insufficient seniority to displace other employees will be considered furloughed.
- (c) When forces are increased or vacancies occur, furloughed employees shall be required to return to service in the order of their seniority, except as otherwise provided in this rule. Such employees, when available, shall be given preference on a seniority basis to short vacancies and/or vacancies occasioned by the filling of positions pending assignment by bulletin, which are not filled by rearrangement of regular forces. When a bulletined new position or vacancy is not filled by an employee in service senior to a furloughed employee, the senior furloughed employee will be called to fill the position. The Local Chairman will be furnished a list of men to be restored to service. Furloughed employees failing to return to service within fifteen (15) calendar days after being notified (by certified mail or telegram sent to the last address given) unless proof of disability is furnished within said limits, shall forfeit all seniority and shall be considered resigned. The Carrier shall notify the General Chairman of any resignations.
- (d) Furloughed employees desiring to waive their right to return to service on temporary positions or vacancies of less than ninety (90) days may do so by filing written notice with the designated officer (with copy to the Local Chairman). Such waiver shall be irrevocable regarding the position offered. Employees will be allowed to assume a furloughed status in lieu of the exercising of seniority to a position more than thirty (30) normal route miles from the employees' headquarters point.
- (e) Employees desiring to avail themselves of this rule must, within five (5) calendar days from the date furloughed (last work day), file their names and addresses in writing with the designated officer and the Local Chairman, and advise them promptly of any change in address. The Carrier will include in the force reduction notice the employee's responsibility to notify the Carrier of his name and address in writing.

- (f) Advance notice to employees shall not be required before abolishing positions under emergency conditions, such as flood, snow storm, hurricane, tornado, earthquake, fire or labor dispute other than as covered by Paragraph (g), provided such conditions affect Company's operations in whole or in part. Such abolishments will be confined solely to those work locations directly affected by any suspension of operations. If an employee works any portion of the day he will be paid in accordance with existing rules. When the emergency ceases, all positions abolished must be re-established, with former occupants returned to their respective positions and said position need not be re-bulletined. If the emergency conditions described herein terminate within seven (7) days, employees will be entitled to return to their former positions at their next usual starting time not less than six (6) hours after the emergency terminates; if the emergency conditions extend longer than seven (7) days, employees will be entitled to return to their former positions at their usual starting time within forty-eight (48) hours after the emergency terminates.
- (g) Advance notice to employees before positions are abolished shall not be required where any suspension of the Company's operations in whole or in part is due to a labor dispute between the Company and any of its employees.

**RULE 21
EXPENSES**

- (a) Employees required to remain overnight at other than their regular headquarters will be allowed actual reasonable cost of meals and lodging. The Company may designate lodging and meal facilities.
- (b) An employee willing and authorized by management to use his automobile on Company business shall be paid the current IRS mileage rate per actual highway mile.

**RULE 22
LEAVE OF ABSENCE**

- (a) An employee desiring to remain away from service, for an extended period of time, must obtain a leave of absence from his immediate supervisor. In case of injury or illness, leave of absence will be granted upon presentation of acceptable medical evidence.
- (b) When the requirements of the service permit, employees, on request, will be granted leave of absence not to exceed thirty (30) days. In cases of emergency or unusual circumstances, the Carrier may extend the leave period up to an additional sixty (60) days. Leave of absence in excess of ninety (90) days in any twelve (12) month period shall not be granted unless by agreement between the management and the duly accredited representatives of the employees except in case of injury or illness.
- (c) Except for employees in service for four (4) years or less with the U.S. Armed Forces, an employee who is absent on leave and who engages in other employment shall forfeit his seniority, unless special arrangements have been made between the management and the General Chairman.

- (d) An employee who fails to report for duty at the expiration of leave of absence shall forfeit his seniority rights, except when failure to report on time is the result of unavoidable delay, in which case the leave will be extended to include such delay.
- (e) Employees desiring to return from leave of absence before the expiration thereof shall be permitted to do so upon forty-eight (48) hours written advance notice to the designated officer with copy to the General Chairman.
- (f) An employee retired under the disability provisions of the Railroad Retirement Act shall retain seniority until he attains the age of sixty-five years, but the position vacated by him upon his retirement will be bulletined for permanent appointment, unless abolished. Should he recover sufficiently to resume service prior to attaining the age of sixty-five years, he shall be permitted to exercise seniority over junior employees.
- (g) An employee shall not absent himself from work for any cause without permission from his supervisor except in case of injury or illness or for unavoidable reasons when he shall notify his supervisor as soon as possible.

**RULE 23
LEAVE OF ABSENCE - EMPLOYEE REPRESENTATIVES**

- (a) Duly accredited representatives employed exclusively by the Organization shall be granted leave of absence and may return to their former positions or exercise seniority rights within thirty (30) days after release from such employment.
- (b) Other duly accredited representatives of the employees shall be granted necessary time off.

**RULE 24
RETURNING FROM LEAVE**

An employee returning after leave of absence shall return to his former position provided it has not been abolished or a senior employee has not exercised displacement rights thereon. Upon return or within seven (7) days thereafter such employee may exercise seniority rights on any position bulletined during such absence. In the event the employee's former position has been abolished or a senior employee has exercised displacement rights thereon, the returning employee will be governed by the provision of **Rule 20** and may displace a junior employee if such rights are asserted within ten (10) days after his return. Employees displaced by his return shall have the privilege of exercising seniority rights over junior employees in the same manner.

NOTE: This rule also applies to an employee reporting for duty after vacation, sickness, disability, suspension or after an absence for any other legitimate cause.

**RULE 25
ATTENDING COURT**

- (a) Employees taken away from their regular assigned duties at the request of management to attend court or to appear as witnesses for the Carrier at investigations or hearings will be allowed compensation equal to what would have been earned had such interruption not

taken place, and, in addition, actual necessary expenses while away from their headquarters.

- (b) Employees attending court or acting as witnesses for the Carrier at investigations or hearings outside of their assigned hours shall be paid for the time devoted to such attendance a minimum of four (4) hours pay for two (2) hours and forty (40) minutes or less, and at the time and one-half rate on a minute basis thereafter.
- (c) Furloughed employees will be allowed a day's pay for each day used as witnesses with a minimum of one day, based on the minimum rate of pay of the position last held and, in addition, necessary actual expenses.
- (d) In the event an employee is held away from home station on rest days or holidays, he shall be allowed a minimum of one day's pay at pro rata rates for each day so held.
- (e) Any fee or mileage allowance received by the employee from the court or other tribunal accrued shall be assigned to the Company or such amounts shall be deducted as provided under this Rule.
- (f) Active employees failing to attend court or to appear as witnesses for the Carrier at investigations or hearings if requested to do so may be subject to discipline.

RULE 26 JURY DUTY

When a regularly assigned employee is summoned for jury duty and is required to lose time from his assignment as a result thereof, he shall be paid for actual time lost with a maximum of a basic day's pay at the straight time rate of his position for each day lost less the amount allowed him for jury service for each such day, excepting allowances paid by the court for meals, lodging or transportation, subject to the following qualification requirements and limitations:

1. An employee must furnish the Carrier with a statement from the court of jury allowances paid and the days on which jury duty was performed.
2. The number of days for which jury duty pay shall be paid is limited to a maximum of sixty (60) days in any calendar year.
3. No jury duty pay will be allowed for any day as to which the employee is entitled to vacation, holiday pay.
4. Except as provided in Paragraph (6), an employee will not be required to work on his assignment on days on which jury duty:
 - (a) ends within four (4) hours of the start of his assignment, or
 - (b) is scheduled to begin during the hours of his assignment or within four hours of the beginning or ending of his assignment.

5. On any day that an employee is released from jury duty and four or more hours of his work assignment remain, he will immediately inform his supervisor and report for work if advised to do so.

**RULE 27
HOLIDAYS**

- (a) Subject to the qualifying requirements provided herein, each employee shall receive eight (8) hours pay at the pro rata rate for each of the following enumerated holidays:

New Year's Day	Thanksgiving Day
Memorial Day	Friday after Thanksgiving Day
Fourth of July	Christmas Eve
Labor Day	Christmas Day

- (b) A regularly assigned employee shall qualify for the holiday pay if the employee performs at least six (6) hours of compensated service on the workdays immediately preceding and following such holiday or if the employee is not assigned to work but is available for service on such days. If the holiday falls on the last day of a regularly assigned employee's workweek, the first workday following his rest days shall be considered the workday immediately following. If the holiday falls on the first workday of his workweek, the last workday of the preceding workweek shall be considered the workday immediately preceding the holiday. These qualifications shall also apply to employees relieving regularly assigned employees. If a holiday occurs during an employee's vacation and the employee performs at least six (6) hours service on his regularly scheduled work days immediately preceding and following his vacation, the employee will receive holiday pay in addition to vacation pay.

All others for whom holiday pay is provided shall qualify for such pay if on the day preceding and the day following the holiday they satisfy one or the other of the following conditions:

- (i) compensation for at least six (6) hours of service paid by the Carrier is credited; or
- (ii) such employee is available for service. An employee is considered available unless he lays off of his own accord or does not respond to a call for service pursuant to the rules of this Agreement.
- (iii) furloughed employee performed at least eleven (11) days compensated service during the thirty (30) days prior to the holiday.

(c) Machinists assigned to work on holidays may be assigned to perform any function necessary to avoid delay to train movements. It is understood that holiday work will be distributed among the three crafts in an equitable manner.

**RULE 28
VACATION**

- (a) Qualifying employees will be entitled to vacation in accordance with the following schedule:

After one year's service ----- 5 consecutive days
After two year's service ----- 10 consecutive days
After eight year's service ----- 15 consecutive days
After seventeen year's service ----- 20 consecutive days
After twenty-five year's service ----- 25 consecutive days

An employee's vacation will not be extended by reason of any of the recognized holidays enumerated in Rule 27.

(b) (1) Employees will be required to submit vacation requests before December 1 of each year. When vacations are taken due regard consistent with requirements of the service shall be given to the desires and preferences of the employees in seniority order when fixing dates for their vacations. Except as provided in Section (b) (2), below, vacations may be split in segments of not less than five days. Representatives of the Company and the Organization will cooperate in assigning vacation days. All first choices for vacation will be granted in seniority order before second and subsequent choices will be considered. Subsequent choices for vacation will be granted in the same manner.

(2) Commencing with the vacation year beginning January 1, 2020, employees who qualify to receive two (2) weeks of vacation may opt to designate one (1) week of their vacation to be taken in single-day increments and employees who qualify to receive three (3) or more weeks of vacation may opt to designate one (1) or two (2) weeks of their vacation to be taken in single-day increments, under the following conditions:

- (i) Employees who meet the above qualification requirements must notify the Carrier of their desire to take one (1) or two (2) weeks of vacation in single-day increments at the time they submit their vacation requests before December 1 of each year.
- (ii) Weeks of vacation taken in single-day increments will not be included in the vacation schedule.
- (iii) Single-day vacations may be taken upon forty-eight (48) hours' advance notice to the designated officer of the Carrier, subject to availability of extra employees.
- (iv) Unused single-day vacation days will not be carried over into the following year and will not be paid for if not used.

(3) If an assigned vacation is to be advanced or deferred by management, the employee will be given as much advance notice as possible. Not less than ten (10) days' notice shall be given except when management determines that emergency conditions prevent such notice.

(c) Vacation payment to regularly assigned employees will be calculated at the daily rate of such assignment. Other than regularly assigned employees will be paid on the basis of the average daily rate paid in the last pay period preceding the vacation in which service was performed.

If an employee cannot be released for vacation, he shall be paid the time and one-half rate for work performed during his vacation period in addition to his regular vacation pay.

- (d) Employees must perform one hundred and twenty (120) days of compensated service in any year to qualify for vacation provided under Paragraph (a) above. Calendar days on which an employee is on vacation or is available for service and on which days he performs no service, not exceeding sixty (60) such days, will be included in the determination of qualification for vacation. Also, calendar days, not in excess of thirty (30), on which an employee is absent from or unable to perform service because of injury received on duty will be included. Furloughed employees are not considered available for service in the application of this rule.
- (e) Employees must perform one hundred and twenty (120) days of compensated service in any year to qualify for benefits provided in Paragraph (a) above. Employees not performing one hundred and twenty (120) days service will be granted vacation pro-rated in proportion to days of compensated service. (Example: Two years accumulated service, sixty (60) days of service in preceding year. Eligible for five (5) days vacation. Less than full days are dropped in the calculation.)
- (f) In the application of Paragraph (d) days on which an employee is absent due to his own illness or injury shall be counted as follows:
 - 10 days maximum ----- under 3 years' service
 - 20 days maximum ----- 3 to 14 years' service
 - 30 days maximum ----- 15 or more years' service
- (g) Absences due to vacation shall not be considered as vacancies in applying the rules of this Agreement.
- (h) The vacation provided for in this Agreement shall be considered to have been earned when the employee has qualified under Paragraph (a) hereof. If an employee's employment status is terminated for any reason whatsoever, including but not limited to retirement, resignation, non-compliance with a union shop Agreement, or failure to return after furlough he shall at the time of such termination be granted full vacation pay earned up to the time he leaves the service and the vacation for the succeeding year if the employee has qualified therefor under Paragraph (a). If an employee thus entitled to vacation or vacation pay shall die the vacation pay earned and not received shall be paid to such beneficiary as may have been designated, or in the absence of such designation, the surviving spouse or children or his estate, in that order of preference.
- (i) Active employees of the Illinois Central Gulf who enter service of the Company within one hundred and eighty (180) days of the day operations commence, will be given credit for ICG service in applying the schedule in Paragraph (a). If at the time of such transfer, an employee was eligible for more vacation than provided in Paragraph (a), his vacation will not be reduced.

RULE 29
HEALTH AND WELFARE

- (a) The Carrier shall continue to provide each employee and, at the option of the employee, his or her eligible dependents the level of hospital, surgical, medical, prescription, and dental benefits, as provided by the Carrier's current summary plan description dated January 1, 2003, as modified by subsequent agreements. Plan highlights are shown on Attachment "A".
- (b) The employee's monthly pre-tax contribution shall be increased effective January 1, 2015 as follows:

Employee Only Coverage	\$160.00 per month
Employee & Spouse Coverage	\$170.00 per month
Employee & Child(ren) Coverage	\$170.00 per month
Employee, Spouse, and Child(ren) Coverage	\$180.00 per month

The employee's monthly pre-tax contribution shall be increased effective January 1, 2016 as follows:

Employee Only Coverage	\$165.00 per month
Employee & Spouse Coverage	\$180.00 per month
Employee & Child(ren) Coverage	\$180.00 per month
Employee, Spouse, and Child(ren) Coverage	\$195.00 per month

The employee's monthly pre-tax contribution shall be increased effective January 1, 2017 as follows:

Employee Only Coverage	\$170.00 per month
Employee & Spouse Coverage	\$190.00 per month
Employee & Child(ren) Coverage	\$190.00 per month
Employee, Spouse, and Child(ren) Coverage	\$210.00 per month

The employee's monthly pre-tax contribution shall be increased effective January 1, 2018 as follows:

Employee Only Coverage	\$175.00 per month
Employee & Spouse Coverage	\$200.00 per month
Employee & Child(ren) Coverage	\$200.00 per month
Employee, Spouse, and Child(ren) Coverage	\$225.00 per month

- (c) Effective January 1, 2016, the Annual Dental Maximum will be increased from \$1000 to \$1500.
- (d) The Carrier shall provide a Supplemental Sickness benefit of \$66.00/day as a supplement

to Sickness Benefits under the Railroad Unemployment Insurance Act, up to a maximum of 52 weeks for each disability that commences after the effective date of this Agreement.

RULE 30 DISCIPLINARY PROCEDURE

- (a) Employees in service more than 90 calendar days shall not be disciplined or dismissed until after a fair and impartial investigation, unless they shall accept discipline to be assessed (other than dismissal) in writing and waive formal investigation, copy of form attached as Appendix 6. Employees may, however, in cases management determines to be serious (such as use of intoxicants, misappropriation of Company property, insubordination, or vicious conduct) be held out of service pending such investigation.
- (b) An employee charged with an offense shall be furnished with a letter stating the precise charge or charges against him. No charge shall be made that involves any matter of which the employing officer has had knowledge thirty (30) days or more, except that in cases where an employee is subject to trial in the courts, the employing officer may, if he elects, withhold making a charge on the offense for which the employee is tried until not more than thirty (30) days after the Carrier's knowledge of the Court's determination of the employee's innocence or guilt.
- (c) The investigation shall be held within ten (10) days from the date of the notice of the alleged offense, unless additional time is requested by the Company, employee or his representative. A decision will be rendered within ten (10) days after completion of the investigation.
- (d) Investigations shall be held when possible at home terminal of the employee involved, unless otherwise agreed between representatives of the parties. Employees shall have reasonable opportunity to secure the presence of representatives and/or necessary witnesses.
- (e) Employees may be accompanied by one or more duly accredited representatives of the Organization, who shall be permitted to be present during the entire investigation and examine and cross-examine witnesses to develop facts pertinent to the case. Duly accredited representatives accompanying an employee not to exceed two persons shall not sustain a loss of pay for assisting the employee provided the investigation is held at the work location of the representative.
- (f) If disciplinary action is taken, a record of the evidence taken at the investigation will be furnished to the employee and his duly accredited representative. Appeals from the decision may be made in accordance with the provisions of Rule 31, except that six (6) months shall apply instead of the nine (9) month period.
- (g) If charges against the employee are not sustained, they shall be stricken from the records. If withheld from service, suspended or discharged, the employee shall be returned to service with seniority unimpaired and paid for all wage loss and benefits. Such compensated service will be covered as qualifying days under Rules **27, 28, and 33** herein.

- (h) Discussion of a waiver pursuant to Rule 30(a) above shall not constitute an admission of guilt by the employee or pre-judgment by the Company and may not be made part of the hearing record.

RULE 31
TIME LIMIT ON CLAIMS

- (a) All claims or grievances must be presented in writing by or on behalf of the employee involved to the officer of the Carrier authorized to receive same within sixty (60) days from the date of the occurrence on which the claim or grievance is based. Should any such claim or grievance be disallowed, the Company shall within sixty (60) days from the date same is filed notify whoever filed the claim or grievance (the employee or his duly accredited representative) in writing of the reasons for such disallowance. If not so notified, the claim or grievance shall be allowed as presented, but this shall not be considered as a precedent or waiver of the contentions of the Company as to other similar claims or grievances.
- (b) If a disallowed claim or grievance is to be appealed, such appeal must be in writing and must be taken within sixty (60) days from receipt of notice of disallowance, and the representative of the Company shall be notified in writing within that time of the rejection of his decision. Failing to comply with this provision, the matter shall be considered closed, but this shall not be considered as a precedent or waiver of the contentions of the employee as to other similar claims or grievances. It is understood, however, that the parties may, by agreement, at any stage of the handling of a claim or grievance on the property, extend the sixty (60) day period for either a decision or appeal, up to and including the highest officer of the Company designated for that purpose.
- (c) The requirements outlined in Paragraphs (a) and (b), pertaining to appeal by the employee and decision by the Carrier, shall govern in appeals taken to each succeeding officer, except in cases of appeal from the decision of the highest officer designated by the Company to handle such disputes. All claims or grievances involved in a decision by the highest designated officer shall be barred unless within nine (9) months from the date of said officer's decision, proceedings are instituted by the employee or his duly authorized representative before the appropriate division of the National Railroad Adjustment Board or a system, group or regional board of adjustment that has been agreed to by the parties hereto as provided in Section 3 Second of the Railway Labor Act. It is understood, however, that the parties may by agreement in any particular case extend the nine (9) months' period herein referred to.
- (d) A claim may be filed at any time for an alleged continuing violation of any agreement and all rights of the claimant or claimants involved thereby shall, under this rule, be fully protected by the filing of one claim or grievance based thereon as long as such alleged violation, if found to be such, continues. However, no monetary claim shall be allowed retroactively for more than thirty (30) days prior to the filing thereof. With respect to claims and grievances involving an employee held out of service in discipline cases, the original notice of request for reinstatement with pay for time lost shall be sufficient.
- (e) This rule recognizes the right of representatives of the Brotherhood to file and prosecute claims and grievances for and on behalf of the employees it represents.

- (f) This Agreement is not intended to deny the right of the employees to use any other lawful action for the settlement of claims or grievances provided such action is instituted within nine (9) months of the date of the decision of the highest designated officer of the Company.
- (g) Discipline imposed and agreed to in accordance with Rule 30(a) regarding waiver shall be final with no right of appeal.
- (h) This rule shall not apply to requests for leniency.
- (i) Grievances and appeals will be submitted to the designated officer.

**RULE 32
DULY ACCREDITED REPRESENTATIVE**

Where the term "duly accredited representative" appears in this Agreement, it shall be understood to mean the regularly constituted committee and/or the officers of the International Association of Machinists and aerospace Workers of which such committee or officers is part.

**RULE 33
PERSONAL LEAVE DAYS**

- (a) The Carrier shall provide each employee six (6) paid personal leave days in each calendar year at the daily pro rata rate of the last service performed.
- (b) Personal leave day or days may be taken upon forty-eight (48) hours advance notice to the designated officer of the Carrier, subject to availability of extra employees. If employees are not permitted to take one or more personal leave days during the calendar year, each such day shall be paid at the daily pro rata rate within the month of January of the following year.
- (c) Personal leave days granted herein must be taken within the calendar year such day or days are earned with the exception that employees may carry over personal days from the even year to the odd year.
- (d) Employees taking personal leave days will not thereby be disqualified for holiday pay.
- (e) It is understood that the Company may blank positions when incumbents take personal leave days.
- (f) Seniority shall govern in the application of this rule at the points involved.

**RULE 34
COPY OF AGREEMENT**

The Carrier shall provide employees with a copy of this Agreement and amendments thereto without cost.

**RULE 35
BEREAVEMENT LEAVE**

Bereavement leave, not in excess of three calendar days, following the date of death will be allowed in case of death of an employee's brother, sister, parent, step-parent, child, stepchild, spouse, grandparent, spouse's parent, or spouse's step-parent. In such cases a minimum basic day's pay at the rate of the last service rendered will be allowed for the number of working days lost during bereavement leave. Employees involved will make provision for taking leave with their supervising officials in the usual manner.

**RULE 36
WAGE INCREASES**

(a) The basic hourly rates of pay on the effective date of this Agreement as reflected in Appendix 1 shall be increased as follows:

January 1, 2019	2.75%
January 1, 2020	2.75%
January 1, 2021.....	2.75%
January 1, 2022	2.75%
January 1, 2023.....	2.75%

(b) The hourly or minute rates of pay provided for herein shall be adjusted to reflect the wage increases under Paragraph (a) hereof.

(c) In determining new hourly or minute rates, fractions of .5 cent or higher shall be rounded to the next full cent and fractions of less than .5 cent shall be dropped.

EFFECT OF AGREEMENT

(a) This agreement shall become effective January 1, 2019 subject to notification from the Organization to the Carrier that the membership has ratified the agreement, and shall remain in effect until and unless changed under the provisions of the Railway Labor Act, as amended, or by mutual consent of parties signatory hereto.

(b) The parties signatory hereto shall not serve nor progress prior to July 1, 2023 (not to become effective prior to January 1, 2024), any notice or proposal for changing any provision contained herein.

(c) The provisions under Paragraph (b) above shall not bar the Carrier and Organization from agreeing upon any subject of mutual interest.

* * * * *

The parties' agree that all provisions of prior agreements and letters of understanding that have been inadvertently left out of this codification will continue to remain in full force and effect except to the extent they have been revised and amended by subsequent agreements.

This Agreement is entered into this the 20th day of December, 2019_.

FOR THE ORGANIZATION:



Joshua T. Hartford, General Chairman
District 19, IAMAW

FOR THE CARRIER:



T. R. Wyatt, Vice President
Transportation & Labor

APPENDIX 1

AGREEMENT POSITIONS

Hourly Rate of Pay	2018	1/1/2019	1/1/2020	1/1/2021	1/1/2022	1/1/2023
Machinist	\$30.76	\$31.61	\$32.48	\$33.37	\$34.29	\$35.23

Only a Machinist shall perform mechanical inspections, maintenance and repairs of locomotives, engines, shop equipment, machinery, hoists and cranes (including the operation of oxyacetylene, thermal and electrical welding equipment and other metal-working machines), except where there is insufficient work to justify the creation of a full-time Machinist position. Machinists may also be assigned to any other work they have the capacity to perform. A Machinist is a person who has served an apprenticeship or has had four (4) years' experience as a Machinist.

Separate seniority rosters will be maintained for Machinists and Machinist Apprentices.

Only machinists will continue to install, remove and/or align diesel locomotive auxiliary generators, main generators and traction motors and will perform mechanical repairs to the same.

The P&L does not intend to change assignments of work usually and customarily performed by machinists, electricians, or carmen concerning railroad equipment, tools, or facilities.

By elimination of the Machinist Helper classification, work which was in the past assigned to employees in the Machinist Helper classification will not be transferred to employees in another craft.

APPENDIX 2

UNION SHOP AGREEMENT

Section 1.

In accordance with and subject to the terms and conditions hereinafter set forth, all employees of the Carrier now or hereafter subject to the Rules and Working Conditions Agreements between the parties hereto, except as hereinafter provided, shall, as a condition of their continued employment subject to such agreements, become members of the Organization party to this Agreement within sixty calendar days of the date they first perform compensated service as such employees after the effective date of this Agreement, and thereafter shall maintain membership in such Organization; except that such membership shall not be required of any individual until he has performed compensated service on thirty days within a period of twelve consecutive calendar months. Nothing in this Agreement shall alter, enlarge or otherwise change the coverage of the present or future rules and working conditions agreements.

Section 2.

(Not Applicable)

Section 3.

- (a) Employees who retain seniority under the Rules and Working Conditions Agreements governing their class or craft and who are regularly assigned or transferred to full-time employment not covered by such agreements, or who, for a period of thirty (30) days or more, are (1) furloughed on account of force reduction, or (2) on leave of absence, or (3) absent on account of sickness or disability, will not be required to maintain membership as provided in Section 1 of this Agreement so long as they remain in such other employment or furloughed or absent as herein provided, but they may do so at their option. Should such employees return to any service covered by the said Rules and Working Conditions Agreements and continue therein thirty calendar days or more, irrespective of the number of days actually worked during that period, they shall, as a condition of their continued employment subject to such agreements, be required to become and remain members of the Organization representing their class or craft within thirty-five (35) calendar days from date of their return to such service.
- (b) The seniority status and rights of employees furloughed to serve in the Armed Forces or granted leaves of absence to engage in studies under an educational aid program sponsored by the federal government or a state government for the benefit of ex-servicemen shall not be terminated by reason of any of the provisions of this Agreement but such employees shall, upon resumption of employment, be considered as new employees for the purposes of applying this Agreement.
- (c) Employees who retain seniority under the Rules and Working Conditions Agreements governing their class or craft and who, for reasons other than those specified in Subsections (a) and (b) of this section are not in service covered by such agreements, or leave such service, will not be required to maintain membership as provided in Section 1 of this

Agreement so long as they are not in service covered by such agreements, but they may do so at their option. Should such employees return to any service covered by the said Rules and Working Conditions Agreements they shall, as a condition of their continued employment, be required, from the date of return to such service, to become and remain members in the Organization representing their class or craft.

- (d) Employees who retain seniority under the Rules and Working Conditions Agreements of their class or craft, who are members of an organization signatory hereto representing Working Conditions Agreement of that class or craft temporarily perform work in another class of service shall not be required to be members of another organization party hereto whose Agreement covers the other class of service until the date the employees hold regularly assigned positions within the scope of the Agreement covering such other class of service.

Section 4.

Nothing in this Agreement shall require an employee to become or to remain a member of the Organization if such membership is not available to such employee upon the same terms and conditions as are generally applicable to any other member, or if the membership of such employee is denied or terminated for any reason other than the failure of the employee to tender the periodic dues, initiation fees, and assessments (not including fines and penalties) uniformly required as a condition of acquiring or retaining membership. For purposes of this Agreement, dues, fees, and assessments, shall be deemed to be "uniformly required" if they are required of all employees in the same status at the same time in the same Organizational unit.

Section 5.

- (a) Each employee covered by the provisions of this Agreement shall be considered by a Carrier to have met the requirements of the Agreement unless and until the Carrier is advised to the contrary in writing by the Organization. The Organization will notify the Carrier in writing by Registered or Certified Mail, Return Receipt Requested, or by personal delivery evidenced by receipt, of any employee who it is alleged has failed to comply with the terms of this Agreement and who the Organization therefore claims is not entitled to continue in employment subject to the rules and working conditions agreement. The form of notice to be used shall be agreed upon by the Carrier and the organizations involved and the form shall make provision for specifying the reasons for the allegation of non-compliance. Upon receipt of such notice, the Carrier will within ten (10) calendar days of such receipt, so notify the employee concerned in writing by Registered or Certified Mail, Return Receipt Requested, or by personal delivery evidenced by receipt. Copy of such notice to the employee shall be given the Organization. An employee so notified who disputes the fact that he has failed to comply with the terms of this Agreement, shall within a period of ten (10) calendar days from the date of receipt of such notice, request the Carrier in writing by Registered or Certified Mail, Return Receipt Requested, or by personal delivery evidenced by receipt, to accord him a hearing. Upon receipt of such request the Carrier shall set a date for hearing which shall be held within ten (10) calendar days of the date of receipt of request therefor. Notice of the date set for hearing shall be promptly given the employee in writing with copy to the Organization, by Registered or Certified Mail, Return Receipt Requested, or by personal delivery evidenced by receipt. A

representative of the Organization shall attend and participate in the hearing. The receipt by the Carrier of the request for a hearing shall operate to stay action on the termination of employment until the hearing is held and the decision of the Carrier is rendered.

In the event the employee concerned does not request a hearing as provided herein, the Carrier shall proceed to terminate his seniority and employment under the Rules and Working Conditions Agreement not later than thirty (30) calendar days from receipt of the above described notice from the Organization, unless the Carrier and the Organization agree otherwise in writing.

- (b) The Carrier shall determine on the basis of the evidence produced at the hearing whether or not the employee has complied with the terms of this Agreement and shall render a decision within twenty (20) calendar days from the date that the hearing is closed, and the employee and the Organization shall be promptly advised thereof in writing by Registered or Certified Mail, Return Receipt Requested.

If the decision is that the employee has not complied with the terms of this Agreement, his seniority and employment under the Rules and Working conditions Agreement shall be terminated within twenty (20) calendar days of the date of said decision except as hereinafter provided or unless the Carrier and the Organization agree otherwise in writing.

If the decision is not satisfactory to the employee or to the Organization it may be appealed in writing, by Registered or Certified Mail, Return Receipt Requested, directly to the highest officer of the Carrier designated to handle appeals under this Agreement. Such appeals must be received by such officer within ten (10) calendar days of the date of the decision appealed from and shall operate to stay action on the termination of seniority and employment, until the decision on appeal is rendered, the Carrier shall promptly notify the other party in writing of any such appeal by Registered or Certified Mail, Return Receipt Requested. The decision on such appeal shall be rendered within twenty (20) calendar days of the date the notice to appeal is received, and the employee and the Organization shall be promptly advised thereof in writing by Registered or Certified Mail, Return Receipt Requested.

If the decision on such appeal is that the employee has not complied with the terms of this Agreement, his seniority and employment under the Rules and Working Conditions Agreement shall be terminated within twenty (20) calendar days of the date of said decision unless selection of a neutral is requested as provided below, or unless the Carrier and the Organization agree otherwise in writing. The decision on appeal shall be final and binding unless within ten (10) calendar days from the date of the decision the Organization or the employee involved requests the selection of a neutral person to decide the dispute as provided in Section 5(c) below. Any request for selection of a neutral person as provided in Section 5(c) below shall operate to stay action on the termination of seniority and employment until not more than ten (10) calendar days from the date decision is rendered by the neutral person.

- (c) If within ten (10) calendar days after the date of a decision on appeal by the highest officer of the Carrier designated to handle appeals under this Agreement the Organization or the employee involved requests such highest officer in writing by Registered or Certified Mail,

Return Receipt Requested, that a neutral be appointed to decide the dispute, a neutral person to act as sole arbitrator to decide the dispute shall be selected by the highest officer of the Carrier designated to handle appeals under this Agreement or his designated representative, the Chief Executive of the Organization or his designated representative, and the employee involved or his representative. If they are unable to agree upon the selection of a neutral person any one of them may request the Chairman of the National Mediation Board in writing to appoint such neutral. The Carrier, the Organization and the employee involved shall have the right to appear and present evidence at a hearing before such neutral arbitrator. Any decision by such neutral arbitrator shall be made within thirty (30) calendar days from the date of receipt of the request for his appointment and shall be final and binding upon the parties. The Carrier, the employee, and the Organization shall be promptly advised thereof in writing by Registered or Certified Mail, Return Receipt Requested. If the position of the employee is sustained, the fees, salary and expenses of the neutral arbitrator shall be borne in equal shares by the Carrier and the Organization; if the employee's position is not sustained, such fees, salary and expenses shall be borne in equal shares by the Carrier, the Organization and the employee.

- (d) The time periods specified in this section may be extended in individual cases by written agreement between the Carrier and Organization.
- (e) Provisions of investigation and discipline rules contained in the Rules and Working Conditions Agreement between the Carrier and the Organization will not apply to cases arising under this Agreement.
- (f) The General Chairman of the Organization shall notify the Carrier in writing of the title(s) and address(es) of its representatives who are authorized to serve and receive the notices described in this Agreement. The Carrier shall notify the General Chairman of the Organization in writing of the title(s) and address(es) of its representatives who are authorized to receive and serve the notices described in this Agreement.
- (g) In computing the time periods specified in this Agreement, the date on which a notice is received or decision rendered shall not be counted.

Section 6.

Other provisions of this Agreement to the contrary notwithstanding, the Carrier shall not be required to terminate the employment of an employee until such time as a qualified replacement is available. The Carrier may not, however, retain such employee in service under the provisions of this section for a period in excess of sixty (60) calendar days from the date of the last decision rendered under the provisions of Section 5, or ninety (90) calendar days from date of receipt of notice from the Organization in cases where the employee does not request a hearing. The employee whose employment is extended under the provisions of this section shall not, during such extension, retain or acquire any seniority rights. The position will be advertised as vacant under the bulletining rules of the respective agreements but the employee may remain on the position he held at the time of the last decision, or at the date of receipt of notice where no hearing is requested pending the assignment of the successful applicant, unless displaced or unless the position is abolished. The above periods may be extended by agreement between the Carrier and the Organization involved.

Section 7.

An employee whose seniority and employment under the Rules and Working Conditions Agreement is terminated pursuant to the provisions of this Agreement or whose employment is extended under Section 6 shall have no time or money claims by reason thereof.

If the final determination under Section 5 of this Agreement is that an employee's seniority and employment in a craft or class shall be terminated, no liability against the Carrier in favor of the Organization or other employees based upon an alleged violation, mis-application of non-compliance with any part of this Agreement shall arise or accrue during the period up to the expiration of the 60 or 90 day periods specified in Section 6, or while such determination may be stayed by a court, or while a discharged employee may be restored to service pursuant to judicial determination. During such periods, no provision or any other agreement between the parties hereto shall be used as the basis for a grievance or time or money claim by or on behalf of any employee against the Carrier predicated upon any action taken by the Carrier in applying or complying with this Agreement or upon an alleged violation, mis-application or non-compliance with any provision of this Agreement. If the final determination under Section 5 of this Agreement is that an employee's employment and seniority shall not be terminated, his continuance in service shall give rise to no liability against the Carrier in favor of the Organization or other employees based upon an alleged violation, mis-application or non-compliance with any part of this Agreement.

Section 8.

In the event that seniority and employment under the Rules and Working Conditions Agreement is terminated by the Carrier under the provisions of this Agreement, and such termination of seniority and employment is subsequently determined to be improper, unlawful, or unenforceable, the Organization shall indemnify and save harmless the Carrier against any and all liability arising as the result of such improper, unlawful, or unenforceable termination of seniority and employment, provided however, that this section shall not apply to any case in which the Carrier is the plaintiff or the moving party in the action in which the aforesaid determination is made or in which case the Carrier acts in collusion with any employee: Provided further, that the aforementioned liability shall not extend to the expense to the Carrier in defending suits by employees whose seniority and employment are terminated by the Carrier under the provisions of this Agreement.

Section 9.

An employee whose employment is terminated as a result of non-compliance with the provisions of this Agreement shall be regarded as having terminated his employee relationship for vacation purposes.

Section 10.

The Carrier shall periodically deduct from the wages of employees subject to this Agreement periodic dues, and initiation fees, uniformly required as a condition of acquiring or retaining membership in such Organization, and shall pay the amount so deducted to such officer of the

Organization as the Organization shall designate: Provided, however, that the requirements of this Subsection (a) shall not be effective with respect to any individual employee until he shall have furnished the Carrier with a written assignment to the Organization of such membership dues, initiation fees and assessments, which assignment shall be revocable in writing after the expiration of one year or upon the termination of this Agreement which ever occurs sooner.

APPENDIX 3

UNION DUES DEDUCTION AGREEMENT

Section 1.

- (a) The Company shall, subject to the terms and conditions of this Agreement, periodically withhold and deduct sums for monthly membership dues and assessments (not including fines and penalties) uniformly required as a condition of retaining union membership, due the Brotherhood from the wages due and payable to employees working under agreements between the Company and the Brotherhood, who are members of the Brotherhood, and who have so authorized the Company by signed authorizations.
- (b) The Brotherhood shall assume the full responsibility for the procurement and proper execution of said authorization forms, and for delivery of said forms to the Company no later than the first day of the second payroll period of the month from which the deductions are to be made. Likewise, revocation of authorization forms shall be delivered by the Brotherhood to the Company not later than the first day of the second payroll period of the month in which termination of deductions is to take place.

Section 2.

- (a) Deductions, as provided herein, shall be made by the Company in accordance with a master deduction list prepared by the General Secretary-Treasurer of the Brotherhood, listing each affected employee in employee number order. Such list, together with authorization forms, shall be furnished to the Company on or before the first day of the month preceding the month in which deductions are to take effect under the provisions of this Agreement.
- (b) Thereafter, any deletions or additions to the master deduction list, or any changes in the amounts to be deducted from the wages of employees, shall be furnished to the Company not later than the first day of the second payroll period of the month in which such changes are to be made, such information to be accompanied by the proper authorization or revocation forms. Any changes shall be given to the Company not later than the first day of the second payroll period of the month on a copy of the list the Company will furnish the General Secretary-Treasurer, which is referred to in Section 4 of this Agreement.

Section 3.

- (a) Deductions will be made from the wages earned in the second payroll period of the month in which the aforementioned certified statements are furnished to the Company.
- (b) The following payroll deductions will have priority over deductions in favor of the Brotherhood as covered by this Agreement.
 - (1) Federal, state and municipal taxes.
 - (2) Deductions required by law and court orders, including garnishments, liens and other wage assignments which the Company must respect.

- (3) Amounts due the Company.
- (4) Group insurance premiums.
- (c) If the earnings of any employee, after all deductions having priority have been made, are insufficient to remit the full amount of deductions authorized by the employee, no deduction for union dues or assessments shall be made by the Company from the wages of the employee and the Company shall not be responsible for such collection. In cases where no deduction is made from the wages of an employee due to insufficient earnings, or for other reasons, the amounts not deducted shall not be added to the deduction lists nor will that deduction be made for the employee in any subsequent payroll period.
- (d) Responsibility of the Company under this Agreement shall be limited to remitting to the Brotherhood amounts actually deducted from the wages of employees pursuant to this Agreement. The Company shall not be responsible financially or otherwise for failure to make deductions or for making improper or inaccurate deductions. Any questions arising as to the correctness of the amounts deducted shall be handled between the employee involved and the General Chairman, and any complaints against the Company in connection therewith shall be handled with the Company by the General Chairman. Nothing herein shall be construed as obligating the Company to collect any dues or assessments from employees who leave its service, or who give up membership in the Brotherhood for any reason, or whose wages shall be involved in any claim or litigation of any nature whatsoever.

Section 4.

The Company will remit to the union official designated by the General Chairman the amounts due the Brotherhood deducted from the wages of members, making such remittance not later than the last day of the month following the month from which the deductions are made. The Company will, at the time of such remission, furnish the designated union officer a list of the employees, in employee number order, from whom deductions were made, showing the amount of such deductions.

Section 5.

Except for remitting to the Brotherhood monies deducted from the wages of employees, as described in Section 4 hereof, the Brotherhood shall indemnify, defend and save harmless the Company from and against any and all claims, demands, liability, loss or damage resulting from the entering into this Agreement or arising or growing out of any dispute or litigation from any deductions made by the Company from the wages of its employees for or on behalf of the Brotherhood.

Section 6.

- (a) This Agreement is subject to the provisions of the applicable federal and state laws now in existence or enacted in the future.

- (b) This Agreement is subject to immediate cancellation by written notice to the General Chairman of the Brotherhood if the Company is required by federal law or the law of any state in which it operates, to change its pay date or payroll procedures in such a manner as to make dues deduction an unreasonable burden.
- (c) This Agreement shall be automatically terminated as of the date official notification is received from the National Mediation Board of a change in the representation of employees now represented by the Brotherhood signatory to this Agreement, or upon termination of the rules and working conditions agreement between the parties.

Section 7.

No part of this Agreement shall be used in any manner whatsoever, directly or indirectly, as a basis for a grievance (except as provided in Section 3(d) or time claim by or on behalf of an employee.

APPENDIX 4

PHYSICAL DISQUALIFICATION

For those employees who are physically disqualified by the Chief Medical Officer and who disagree with the findings, the following procedure is established:

- (1) When an employee is found by the Chief Medical Officer to be physically disqualified, he shall be notified in writing by the Chief Medical Officer the specific Medical reasons for the findings. If the employee questions the findings he or his representative shall, within thirty (30) days of his notification of physical disqualification, notify the highest officer of the Company designated to handle claims and grievances in writing of an appeal and submit to the Chief Medical Officer a statement of medical evidence from the physician of the employee's choice attesting to his meeting the Company's physical standards with respect to those matters on which he was found disqualified. Should the Chief Medical Officer continue of the opinion that the employee does not meet the Company's physical standards, he shall notify the employee in writing within fifteen (15) days. If the Chief Medical Officer agrees that the employee met the Company's physical standards at the time of disqualification, the employee will be made whole for wages lost.
- (2) Should the employee disagree with the Chief Medical Officer's decision following the latter's review of the medical evidence presented, he or his representative may, provided he does so within fifteen (15) days after receipt of the decision, request a three-doctor panel, which shall be established as promptly as possible after receipt of his request. The panel shall be composed of a doctor of the employee's choice, a doctor of the Company's choice and a third doctor selected by the other two. The partisan doctors may present to the third doctor any evidence bearing on the dispute they consider pertinent. The panel shall determine within thirty (30) days of its establishment whether the employee's physical condition meets the Company's standards. A majority decision shall govern.
- (3) Expenses involved in the application of the rule will be handled by the Company paying its doctor, the employee paying the doctor of his choice, and the expenses of the their doctor including such x-rays, laboratory examinations, as he may require being divided equally between the Company and the employee involved.
- (4) An employee returned to service on the basis of the decision of the three-doctor panel will be made whole as to wages lost due to disqualification in the event the three-doctor panel concludes his condition did not warrant disqualification at the time of disqualification.
- (5) Should the three-doctor panel find the employee physically disqualified, the employee may, when he considers his physical condition warrants, invoke again the procedures outlined hereinbefore except that he shall not do so earlier than 120 days after the decision of the three-doctor panel. If the employee's physical condition has improved to the extent he is found to meet the Company's standards, he will be physically

qualified to return to work but will not be made whole for loss of earnings incurred during the period of disability.

- (6) In the event the employee or his representative does not appeal the Chief Medical Officer's decision within the time limit specified herein, he shall be considered as having accepted the decision until the time he again presents himself for examination by the Company doctor, in which event the procedure described hereinabove shall be followed.

NOTE: If the Company does not appoint a Chief Medical Officer, the doctor designated by the Company shall function under this supplement.

APPENDIX 5

WAIVER OF HEARING

The undersigned employee waives hearing on the charges contained in the notice of hearing dated _____ and agrees to accept the following discipline.

NOTE: This form is not to be used when an employee is dismissed. The discipline to be assessed shall be stated in full in the space provided above prior to acceptance by the employee.

Employee Name

Approved By:

Company Representative

Witness:

Authorized Representative

APPENDIX 6

QUESTIONS & ANSWERS REGARDING BEREAVEMENT LEAVE

Q-1: How are the three calendar days to be determined?

A-1: An employee will have the following options in deciding when to take bereavement leave:

(a) three consecutive calendar days, commencing with the day of death, when the death occurs prior to the time an employee is scheduled to report for duty;

(b) three consecutive calendar days, ending the day of the funeral service; or

(c) three consecutive calendar days, ending the day following the funeral service.

Q-2: Does the three (3) calendar days allowance pertain to each separate instance, or do the three (3) calendar days refer to a total of all instances?

A-2: Three days for each separate death; however, there is no pyramiding where a second death occurs within the three-day period covered by the first death.

Example: Employee has a work week of Monday to Friday - off days of Saturday and Sunday. His mother dies on Monday and his father dies on Tuesday. At the maximum, the employee would be eligible for bereavement leave on Tuesday, Wednesday, Thursday and Friday.

Q-3: An employee working from an extra board is granted bereavement leave on Wednesday, Thursday and Friday. Had he not taken bereavement leave he would have been available on the extra board, but would not have performed service on one of the days on which leave was taken. Is he eligible for two days or three days of bereavement pay?

A-3: A maximum of two days.

Q-4: Will a day on which a basic day's pay is allowed account bereavement leave serve as a qualifying day for holiday pay purposes?

A-4: No; however, the parties are in accord that bereavement leave non-availability should be considered the same as preceding or following the employee's bereavement leave, as the case may be, should be considered as the qualifying day for holiday purposes.

Q-5: Would an employee be entitled to bereavement leave in connection with the death of a half-brother or half-sister, stepbrother or stepsister, stepparents or stepchildren?

A-5: Yes, as to half-brother or half-sister, step-parents or step-children. No, as to step-brother or step-sister. However, the rule is applicable to a family relationship covered by the rule through the legal adoption process.

Q-6: Would bereavement leave be applicable during an employee's vacation period?

A-6: No.

Q-7: An employee qualifies for holiday pay on a holiday which occurs on a day the employee also qualifies for bereavement leave pay. Under these circumstances, is the employee entitled to be paid both the holiday and bereavement leave allowance?

A-7: No. The employee would be entitled to only one basic day's pay.

APPENDIX 7

AGREEMENT

BETWEEN PADUCAH AND LOUISVILLE RAILWAY AND ITS EMPLOYEES REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

The Parties signatory hereto recognize and agree that joint, cooperative efforts between them are required to provide a workable training program which can realistically improve the availability of competent mechanics who are skilled in their craft.

Therefore, it is hereby agreed:

SECTION I – Qualification and Selection of Machinist Apprentices

- i. The selection of apprentices by the Company shall be on the basis of background, experience, and other factors relative to job performance. Apprentices will be selected without regard to race, creed, color, sex, or national origin.
- ii. All apprentices must be able to speak, read, and write the English language and understand the first four rules of arithmetic.
- iii. Apprentices shall serve six periods of 122 eight-hour workdays. All regular scheduled time worked shall be counted. In computing the 122-day periods, a cumulative record of time, in hours, worked by apprentices shall be maintained and days of training shall be computed on the basis of eight (8) of such hours constituting a creditable day of training.
- iv. During the first 122 regular scheduled work days, apprentices may be dropped from the program if they do not show the aptitude or desire to learn the trade. Such apprentices will be considered for other employment if a vacancy exists and the apprentice is qualified.
- v. All apprentices will be given a certificate indicating their successful completion of the prescribed course of training and recognition of their Journeyman Machinist status.

SECTION II – Training for Apprentices

- (A) The training program shall include:
 1. Orientation
 2. Academic Training
 3. Workshop Training
 4. On-the-Job Training

(B) The initial schedule of mechanic's work will be established by the Company so that upon completion of the program, the apprentice will be able to perform satisfactorily all of the work that is required. The General Chairman and the designated Company officer shall review the work schedule(s) at least once each calendar year to assure that it is revised periodically to keep abreast of changing conditions and to enable the apprentice to complete satisfactorily the phases of Machinists' work required by the Paducah and Louisville Railway.

(C) Orientation and academic training will be provided by an accredited technical school or the Company will provide its own competent staff and training facilities at a suitable location(s) or use a combination of the two. Workshop training will be conducted in the Company's repair shop(s) or in a Company specified facility that meets the primary function of this training program.

(D) Apprentices shall receive on-the-job training working with an under the direction of qualified machinists to gain practical experience in performing the various phases of the work of their craft.

(E) Apprentices will be required to take courses or subjects related to their trade in conjunction with this training agreement. The required tuition cost, textbook cost, all fees of required technical school courses and all other related costs will be paid by the Company. Upon satisfactory completion of the phases of training period or if training terminated prior thereto, the drawing instruments and unused supplies (if any) shall be promptly returned to the Company by the apprentice.

(F) Apprentices will be required to pass prescribed proficiency tests established by the Company. All tests shall be objective and uniformly applied without discrimination.

(G) It is understood for the purpose of the apprentice's schedule of work, a month shall consist of no less than 20 regular workdays or more than 23 regular scheduled workdays.

(H) Apprentices shall be assigned a Monday through Friday first shift work week of 40 hours, consisting of five days of eight hours each with two consecutive days off. Attached as an appendix to this agreement is a work schedule, showing recommended times and the various division of work assignments. The attached work schedule is a guide to assist the parties in establishing the proper distribution of work for training purposes.

(I) During each 122 day period, each apprentice will be required to pass proficiency examinations in the subject matter offered during each respective period following each phase of the training program.

Test shall be objective and all the questions and requirements that may be included in the test shall be given to the apprentice no later than ten (10) days following the beginning of the period. A master copy of all the questions and requirements will be given to the Local Chairman.

(J) If an apprentice is not making satisfactory progress, management and the local chairman shall investigate to determine the cause and endeavor to correct any deficiencies.

Apprentices will be credited and paid for all time participating in training during regular hours. Apprentices will be paid at the straight time rate for time spent attending related training sessions. Such sessions will be held during regular work hours.

(K) The Company shall designate a person to supervise the training program. Adequate records will be maintained as to work experience, related instruction, and progress of each apprentice and such records, upon request, will be made available for inspection by the General Chairman.

SECTION III – Experience Credit

(A) Employees entering the Apprentice Training Program will not be given credit toward the completion of their 732 days required to establish Journeyman’s seniority for any knowledge or experience gained prior to entering the Program or gained outside the Program, except as may be mutually agreed to by the parties signatory hereto.

(B) Any apprentice given advance credit will be paid at the rate of the period to which advanced. An apprentice given advance credit will not be given a seniority date as a journeyman, prior to the date hired into the training program.

SECTION IV – Temporary Promotion to Journeyman Position

(A) When a shortage of qualified Machinists exists, apprentices may be promoted to a Machinists position on a temporary basis. Such employees will be placed on a “promoted” seniority roster in the order of their promotion and, if set back, such demotion will be in reverse order of their promotion at their respective work location.

(B) Apprentices will be promoted in accordance with their relative standing on the seniority roster. All promotions must be approved in advance by the General Chairman and Shop Superintendent.

(C) Promoted apprentices will receive the Machinists’ rate of pay.

(D) A copy of the advancement form is attached as Appendix “A” to this agreement.

SECTION V – Seniority for Apprentices

(A) Apprentices will establish and accumulate seniority as such among themselves as of the first day worked as apprentices.

(B) Upon completion of 732 days worked by apprentices who are employed subsequent to the effective date of this agreement, each apprentice will be certified as a Journeyman Machinist and shall be given a seniority date retroactive 732 work days from the date immediately following the date the training period is completed. Retroactive days shall be calculated by counting work weeks of Friday through Monday with all Saturdays and Sundays counted as rest days. If two or more apprentices have the same retroactive Journeyman seniority date the date of birth of the apprentice shall determine their relative standing on the roster with the oldest first placed on the roster, etc. An apprentice shall not, by reason of this retroactive feature, establish a seniority date ahead of any Journeyman Machinist in the Company’s service prior to the effective date of this Agreement or ahead of a Journeyman who was hired on the same date the apprentice first worked as an apprentice.

SECTION VI – Rates of Pay

On the effective date of this Agreement, the rates of pay of apprentices will be as follows:

<u>Period</u>	<u>Rates</u>
1 – (122 work days)	60% of Journeyman’s Rate
2 – (“ “ “)	65% “ “ “
3 – (“ “ “)	70% “ “ “
4 – (“ “ “)	75% “ “ “
5 – (“ “ “)	80% “ “ “
6 – (“ “ “)	90% “ “ “
Thereafter	Journeyman’s Rate

SECTION VII – Overtime Service

(A) Apprentices shall not be assigned to work overtime unless agreed to by the General Chairman and provided such overtime has been offered to Journeymen.

(B) No overtime shall be used to calculate the 732 work days training period required by this Agreement for an apprentice to complete his apprenticeship and/or establish a journeyman’s seniority date.

SECTION VIII

(A) The ratio of apprentices shall not exceed two to every five machinists. The ratio of apprentices to mechanics shall be maintained on each shift unless otherwise agreed to by the parties signatory hereto.

(B) Two apprentices will not be worked together as partners.

SECTION IX

On or after the effective date of this Agreement, no Journeyman Machinist may be furloughed while apprentices are in service. It is understood that nothing in this Agreement is intended to restrict the Company's right to employ Journeymen.

SECTION X

For convenience, all references, if any, to gender in this Agreement are made in the masculine gender. It is understood and agreed by the parties to this Agreement that references to the masculine gender include both the masculine gender and the feminine gender.

SECTION XI – Effect of this Agreement

This Agreement shall become effective April 1, 1989, and shall remain in effect until revised by mutual agreement or in accord with the provisions of the Railway Labor Act.

Executed this 20th day of March, 1989.

Paducah & Louisville Railway Company

International Association of Machinists
& Aerospace Workers

/s/ Anthony V. Reck

/s/ E. B. Kostakis
E. B. Kostakis, President & Directing
General Chairman, District 19

/s/ Robert Reynolds
R. L. Reynolds, Asst. to President &
Directing General Chairman, District 19

MACHINIST APPRENTICE WORK SCHEDULE

As Directed by the Mechanical Superintendent

APPLICATION FOR ADVANCEMENT OF A MACHINIST APPRENTICE

The undersigned, employed as a Machinist Apprentice at Paducah & Louisville Railway, Inc., having a seniority date of _____, and having served _____ days, hereby makes application for advancement to a Machinist position, pursuant to the provisions of the agreement effective _____, covering such advancement

The undersigned has had general training and experience in the following classes of work:

Signature & Employee No.

RECOMMENDED FOR ADVANCEMENT BY:

Local Chairman – IAM

Shop Superintendent – P & L

REMARKS: _____

DATE ADVANCED: _____

APPROVED FOR ADVANCEMENT:

General Chairman – IAM

PADUCAH & LOUISVILLE RAILWAY, INC.

1500 Kentucky Avenue, Paducah, KY 42001

(502) 444-4300

March 20, 1989

Mr. Robert L. Reynolds
Asst. to Pres./Directing General Chairman
District Lodge No. 19, I.A.M.A.W.
1700 Kentucky Avenue, Room 113
Paducah, Kentucky 42003

Dear Mr. Reynolds:

This will serve to confirm our understanding regarding the Apprentice Training Agreement signed this date that while it is the intent of the Company to provide apprentices with on the job training, it may be permissible, with the approval of the General Chairman, to require an apprentice to attend a technical school to attain essential knowledge and skills (such as welding) that cannot be satisfactorily acquired on the property.

An apprentice required to attend a technical school will be paid at his regular scheduled straight time rate for all time spent attending such training sessions which shall not exceed eight (8) hours per week.

If this adequately reflects our understanding regarding this matter, please indicate your concurrence by attaching your signature in the space provided below.

Very truly yours,

/s/ Tony Reck

A. V. (Tony) Reck
President and CEO

/s/ Robert Reynolds
R. L. Reynolds, Asst. to Pres. & Directing
General Chairman, District 19, IAMAW

PADUCAH & LOUISVILLE RAILWAY, INC.

1500 Kentucky Avenue, Paducah, KY 42001 (502) 444-4300

March 20, 1989

Mr. Robert L. Reynolds
Asst. to Pres./Directing General Chairman
District Lodge No. 19, I.A.M.A.W.
1700 Kentucky Avenue, Room 113
Paducah, Kentucky 42003

Dear Mr. Reynolds:

In connection with Agreement signed this date concerning a Machinist Apprentice Training Program, it was agreed that, notwithstanding the provisions of Section II of said Agreement, the Company may, but is not obligated to, establish the orientation, academic, and workshop training program prior to January 2, 1990.

Very truly yours,

/s/ Tony Reck

A. V. (Tony) Reck
President and CEO

PADUCAH & LOUISVILLE RAILWAY, INC.

1500 Kentucky Avenue, Paducah, KY 42001 (502) 444-4300

March 20, 1989

Mr. Robert L. Reynolds
Asst. to Pres./Directing General Chairman
District Lodge No. 19, I.A.M.A.W.
1700 Kentucky Avenue, Room 113
Paducah, Kentucky 42003

Dear Mr. Reynolds:

In connection with Agreement signed this date concerning a Machinist Apprentice Training Program, it was understood that the provisions of Section II will be applied fairly based on the necessity to provide on-the-job training in all phases of work expected of apprentices.

Very truly yours,

/s/ Tony Reck

A. V. (Tony) Reck
President and CEO

PADUCAH & LOUISVILLE RAILWAY, INC.

1500 Kentucky Avenue, Paducah, KY 42001 (502) 444-4300

March 20, 1989

Mr. Robert L. Reynolds
Asst. to Pres./Directing General Chairman
District Lodge No. 19, I.A.M.A.W.
1700 Kentucky Avenue, Room 113
Paducah, Kentucky 42003

Dear Mr. Reynolds:

In regard to Section IV of the Apprentice Training Agreement signed this date, it is understood and agreed that, by serving a fifteen (15) days written notice of intent, either party signatory thereto may cancel the provisions of Section IV at which time all promoted apprentices will be set back to regular apprentice status.

Very truly yours,

/s/ Tony Reck

A. V. (Tony) Reck
President and CEO

LETTER OF UNDERSTANDING NO. 1

July 25, 2005

Joe R. Duncan
President & Directing General Chairman
IAMAW
P O Box 324
Wartburg, TN 37887

Fredrick D. Nalley
General Chairman
IAMAW
203 Dakota Drive, Suite C
Cabot, AR 72023

Dear Sirs:

This confirms our understanding regarding certain issues related to the labor agreement between the Paducah & Louisville Railway, Inc. and the International Association of Machinists and Aerospace Workers.

It is understood the P&L Railway will employ a sufficient number of Machinists to handle the Company's normal requirements of service and will meet with the party signatory hereto, if requested to do so, for the purpose of discussing the numbers of each craftsmen employed, the assignment of work, etc.

It is understood the Company will not use "contracting out" as a means to furlough regular employees. The Carrier does have a right to engage outside contractors to meet requirements of service that cannot be met with regular assigned employees.

P&L will provide advance notice to the Organization prior to subcontracting in non-emergency situations. Upon request, a conference will be arranged to discuss Company subcontracting plans to determine if such work can be performed on the property by employees of the P&L.

Sincerely,

/s/ G. I. James

G. I. James, AVP Transportation & Labor

/s/ Joe. R. Duncan

Joe R. Duncan, President & Directing
General Chairman

LETTER OF UNDERSTANDING NO.2

July 25, 2005

Joe R. Duncan
President & Directing General Chairman
IAMAW
P O Box 324
Wartburg, TN 37887

Fredrick D. Nalley
General Chairman
IAMAW
203 Dakota Drive, Suite C
Cabot, AR 72023

Dear Sirs:

In connection with the Agreement dated January 1, 2004 between the Paducah & Louisville Railway, Inc. and the International Association of Machinists & Aerospace Workers, I assured you of the following:

1. The P&L will make “ice water” available to employees at their headquarters location.
2. It is not the intent of the P&L to change “past practices” on eating.
3. In the event the P&L schedules an investigation at a location other than Louisville or Paducah, which requires the presence of a representative, Rule 30(e) will apply on the day of the investigation only.

Sincerely,

/s/ G. I. James

G. I. James, AVP Transportation & Labor

/s/ Joe. R. Duncan

Joe R. Duncan, President & Directing
General Chairman

LETTER OF UNDERSTANDING NO.3

July 25, 2005

Joe R. Duncan
President & Directing General Chairman
IAMAW
P O Box 324
Wartburg, TN 37887

Fredrick D. Nalley
General Chairman
IAMAW
203 Dakota Drive, Suite C
Cabot, AR 72023

Dear Sirs:

This will serve to confirm the understanding reached in our recent labor negotiations that there will be no changes to the previous labor agreement concerning Health and Welfare benefits for employees who retire between the ages of 60 and 65.

The Company will continue to provide health insurance as described in Rule 29 and Attachment A for employees who retire between ages 60 and 65, have 30 years combined P&L and ICG service and were hired during the first 180 days of operation.

Sincerely,

Sincerely,

/s/ G. I. James

G. I. James, AVP Transportation & Labor

/s/ Joe. R. Duncan

Joe R. Duncan, President & Directing
General Chairman

LETTER OF UNDERSTANDING NO.4

November 13, 2019

Mr. Joshua T. Hartford
General Chairman
District Lodge 19, IAMAW
184 Tuttle Road
Canaan, ME 04924

Dear Mr. Hartford:

This is to confirm our understandings reached by the parties during our negotiations leading up to the above agreement.

The Carrier is currently engaged in bargaining with the other Unions representing its unionized employees. If, during this current round of bargaining, the Carrier reaches agreement on changes to wages or benefits with any other Union which the Organization believes are more favorable than the terms of our Agreement, the parties will meet promptly to address the differences; and, as appropriate, adjust the wage and/or benefit terms in our Agreement.

It is recognized that any more favorable wages or benefits in another Agreement that were the product of quid pro quo improvements for the Carrier in that Agreement, the parties will take such changes into consideration before any adjustments are made to the wage and benefit terms of our Agreement between the Paducah & Louisville Railway, Inc. and the IAMAW.

Please indicate your concurrence in the space provided.

Sincerely,

/s/ T. R. Wyatt

T. R. Wyatt
Vice President Transportation & Labor

I CONCUR:

/s/Joshua T. Hartford

Joshua T. Hartford, General Chairman

November 13, 2019

Mr. Joshua T. Hartford
General Chairman
District Lodge 19, IAMAW
184 Tuttle Road
Canaan, ME 04924

Dear Mr. Hartford:

During negotiations leading up to our Agreement effective this date, the Organization and the Carrier agreed that in exchange for the Organization foregoing a \$500 lump sum allowance contained in other agreements in this round of bargaining, the Carrier would agree to extend to the Organization the same terms in Article V—Vacations, regarding the ability for employees to take one (1) or two (2) weeks of their vacation in single-day increments, that were included in agreements with other organizations that already had the ability to take one (1) week of their vacation in single-day increments.

Sincerely,

/s/ T. R. Wyatt

T. R. Wyatt
Vice President Transportation & Labor

I CONCUR:

/s/ Joshua T. Hartford

Joshua T. Hartford, General Chairman

ATTACHMENT "A"

HIGHLIGHTS OF PADUCAH AND LOUISVILLE RAILWAY HEALTH PLAN

(a) The PAL PPO Plan requires employees to utilize providers within the network of the Plan. If an employee chooses to utilize a provider outside of the network, such employee will be subject to penalties requiring the employee to pay 40% of the covered charges and the Plan shall pay 60%. Employees utilizing network providers will pay twenty (20%) percent of the covered charges and the Plan shall pay eighty (80%) percent.

(b) The foregoing is subject to first satisfying the annual deductibles as follows:

IN NETWORK

Individual	\$ 600.00
Family	\$1,200.00

OUT OF NETWORK

Individual	\$1,200.00
Family	\$2,400.00

Note: The annual deductibles are paid separate and apart from the out of pocket maximums.

(c) Prescription Drugs: An employee shall be required to utilize the prescription drug plan provided in the agreement. The new co-payment for the drugs is as follows:

RETAIL (LESS THAN 30 DAYS SUPPLY)

Generic (formulary)	\$25.00
Brand Name (formulary)	\$35.00
Brand Name (non-formulary)	\$45.00

MAIL ORDER (90 DAY SUPPLY)

Generic	\$40.00
Brand Name (formulary)	\$60.00
Brand Name (non-formulary)	\$80.00

(d) Effective January 1, 2020, the Annual Out of Pocket Limits will be increased to:

IN NETWORK

Individual	\$1,800.00
Family	\$3,600.00

OUT OF NETWORK (remains unchanged)

Individual	\$3,000.00
Family	\$6,000.00

(e) Effective January 1, 2016, the Annual Dental Maximum will be increased from \$1000 to \$1500.

November 13, 2019

Mr. Joshua T. Hartford
General Chairman
District Lodge 19, IAMAW
184 Tuttle Road
Canaan, ME 04924

Dear Mr. Hartford:

During negotiations leading up to our Agreement effective this date, the Organization addressed concerns about the 48-hour notice requirement for taking personal leave days and vacation days in single-day increments. The Organization sought special consideration for situations that might arise whereby employees need to take a personal leave day or a single-day vacation and such need arises on such short notice that it would not be possible for the employee to provide the required 48-hour advance request. This will confirm the commitment I made during such discussions to work with managers so as to permit employees to take personal leave days and single-day vacations on shorter notice when situations arise whereby an employee needs to take a personal leave day or a single-day vacation due to circumstances that arise within the 48-hour period prior to the request to take a personal leave day or a single-day vacation. This effort will be made by the Carrier in good faith to accommodate the needs of the employees with the expectation that the employees will, likewise, act in good faith in only requesting this accommodation when special circumstances occur that do not allow for 48-hours' advance notice.

Sincerely,

A handwritten signature in black ink that reads "TR Wyatt". The initials "TR" are written in a large, bold, cursive style, and "Wyatt" is written in a smaller, more fluid cursive script to the right.

T. R. Wyatt
Vice President Transportation & Labor