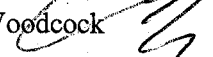


Memo



Date October 4, 2005
To Carol Wolfe

From Charles Woodcock 
Department Labor Relations
Subject Union Holiday Scheduling
cc Directors, Labor Relations
Field Managers, Labor Relations

Message

From year to year similar questions arise regarding the scheduling of holidays provided under union contracts. The following principles represent Amtrak's and the freight railroads' historical application of the holiday rules. Please feel free to share this information when questions arise in the future.

- 1) Saturday holidays are not moved
- 2) Except for Christmas Eve, Sunday holidays are moved to Monday
- 3) By Agreement language, Christmas Eve is always "the day before Christmas Day is observed"