

**APPENDIX “B-1” – August 1, 1998 Modifications to Vacation Agreement**

**APPENDIX “B”**

**AUGUST 1, 1998 AGREEMENT  
ENGINEER VACATIONS AGREED TO QUESTIONS AND ANSWERS**

**NATIONAL RAILROAD PASSENGER CORPORATION**

**AND BROTHERHOOD OF LOCOMOTIVE ENGINEERS**

Section I

In the application of Article VIII, Section E, existing rules governing vacations are amended as follows effective, August 1, 1998.

- a. The minimum number of basic days on which an employee must render service to qualify for an annual vacation for the succeeding calendar year shall be increased by fifty (50) percent from the minimum number applicable under vacation rules in effect on the date of this Agreement. The multiplying factors set forth in vacation rules in effect on the date of this Agreement shall be amended to provide that each basic day of service performed by an employee shall be computed as 1.6 days.

**Note:** It is the parties’ intention that, in accordance with application of the multiplying factors set forth in existing vacation rules as amended above, commencing with calendar year 1999, this subsection would require the equivalent of one hundred fifty (150) days in a calendar year to qualify for an annual vacation for the succeeding year.

1. Calendar days on which an employee assigned to an extra board is available for service and on which day he/she performs no service, not exceeding ninety (90) such days, will be included in the determination of qualification for vacation; also, calendar days, not in excess of forty-five (45), on which an employee is absent from and unable to perform service because of an injury received on duty will be included. Such days will not be subject to the multiplier factor set forth in existing vacation rules as amended.
2. Calendar days on which an employee is compensated while attending training, corporate level joint labor-management committee meetings and rules class at the direction of the Carrier will be included in the determination of qualification for vacation. Such calendar days shall not be subject to the multiplier factor set forth in existing vacation rules as amended.
3. An employee may take his annual vacation in any calendar year in weekly segments.
4. An employee may take up to one (1) week of his/her annual vacation in single day increments.

5. Existing rules and practices regarding vacation not specifically amended by this Section including (but not limited to) scheduling of vacations, shall continue in effect without change.

**Section 2**

- Q1 What procedure should be followed when requesting a single day of vacation?
- A1 The procedure for requesting a single day of vacation will be consistent with the requirements set forth in Rule 33 for scheduling the “choice holiday.” However, Q&A 1 and 2 of the Agreed Upon Questions and Answers to Rule 33, dated June 6, 1983, is not applicable to single day vacations.
- Q2 Must the Carrier allow the request made by an employee to observe a single day of vacation?
- A2 Yes, consistent with the requirements of service and procedures set forth in Rule 33 for scheduling the “choice holiday.” However, Q&A 1 and 2 of the Agreed Upon Questions and Answers relative to Rule 33, dated June 2, 1983, is not applicable to single day vacations.
- Q3 Does the Term “local officials” as used in Side Letter #4 include Division Presidents, Secretaries/Treasurers, and Legislative Representatives who may be required to lose time from their assignments due to union obligations?
- A3 No. Local Officials are limited to working General Chairmen, Vice General Chairmen, Regional Chairmen, Secretary/Treasurer of the General Committee of Adjustment, Local Chairmen, and State Legislative Board Chairmen.
- Q4 In application of the “single day rule,” how many days of single day vacations is an employee permitted to take?
- A4 Five (5) days will be allowed in single day increments.
- Q5 In the application of the “single day rule,” can the employee elect to take vacation in periods of two (2), three (3), or four (4) days, rather than single day increments?
- A5 Yes.
- Q6 What rate of pay is due a Passenger Engineer taking a single day of vacation?
- A6 A Passenger Engineer will be paid 1/5 of his/her weekly vacation allowance for each single day of vacation.