

NEW APPENDIX

January 24, 2000

Mr. W. A. Beebe, General Chairman
United Transportation
214 Amity Road
Woodbridge, CT 06525

Mr. A. L. Suozzo, General Chairman
Union United Transportation Union
1515 Market Street, Suite 515
Philadelphia, PA 19102

Gentlemen:

As discussed, the following are Agreed Upon Questions and Answers governing the exercise of seniority between zones.

- Q.1 How does an employee exercise seniority between zones?
- A.1 By bidding and being awarded a bona fide vacancy.
- Q.2 What is a bona-fide vacancy?
- A.2 A vacancy advertised on a weekly bulletin.
- Q.3 In awarding an Off-Corridor vacancy, how is seniority applied?
- A.3 1) Prior-right employee, as found on the Prior-Right Work Zone Roster, 2) National Seniority employees, 3) prior-prior-right Work Zone 1 and 2 employees, 4) prior-right Northeast Corridor Seniority employees, 5) System Seniority employees.
- Q.4 In awarding a Northeast Corridor vacancy, how is seniority applied?
- A.4 1) Prior-prior right Work Zone 1 and 2 employees, 2) prior-right Northeast Corridor employees, as found on the Northeast Corridor Seniority Rosters, 3) National Seniority Roster employees, 4) System Seniority employees.
- Q.5 Is it possible to exercise seniority to another zone, other than bidding on and being awarded a bona fide vacancy?

A.5 Yes, but only under the following circumstances: Prior-prior right Work Zones 1 and 2 employees and prior-right Northeast Corridor employees are not restricted in regard to an exercise of seniority in either Work Zones 1 or 2, if found in Work Zones 1 and 2, because no such restriction existed prior to the merger of the On and Off-Corridor Rosters. Likewise, other than prior-prior right Work Zones 1 and 2 employees and prior-right Northeast Corridor employees can exercise seniority through-out Work Zones 1 and 2 when found in Work Zones 1 and 2.

A trainman subject to furlough can displace a junior trainman in another work zone.

A displaced trainman may displace a junior trainman occupying an assignment in another work zone, provided it is at the same crew base or the crew base nearest thereto.

Q.6 Can prior right employees, working outside their off-corridor prior-right work zone, exercise seniority back to their prior-right work zone during the prior-right work zone's optional displacement?

A.6 No.

Q.7 Can prior right employees working outside their off-corridor prior-right work zone exercise seniority back to the prior-right work zone at the time of the optional displacement in the off-corridor work zone where found?

A.7 Yes. If found in Work Zones 1 or 2, an exercise of seniority back to the employee's prior-right off-corridor work zone will be permitted effective with the twice yearly effective date of the Change of Time Special Bulletin.

Q.8 Can prior-prior right Work Zones 1 and 2 employees and prior-right Northeast Corridor employees working outside the Northeast Corridor bid back to the Northeast Corridor on a Northeast Corridor Change of Time Special Bulletin?

A.8 No.

Q.9 Can prior-prior right Work Zones 1 and 2 employees working outside the Northeast Corridor exercise seniority back to the Northeast Corridor at the time of the optional displacement in the off-corridor work zone where found?

A.9 Yes.

Q.10 When displaced, can a prior-right employee working outside of their prior-right work zone displace any junior employee in their prior-right work zone?

A.10 Yes.

Q.11 What is the prior-right Work Zone for Northeast Corridor employees?

- A.11 Work Zones 1 and 2.
- Q.12 How is prior-right seniority in the Northeast Corridor determined?
- A.12 Former Conrail District "F" employees with seniority on Amtrak have first rights to assignments in Work Zone 1, Former Conrail District "G" employees with seniority on Amtrak have first rights to assignments in Work Zone 2. Former Conrail District "F" employees with seniority on Amtrak have rights to Work Zone 2 assignments ahead of Northeast Corridor employees. Former Conrail District "G" employees with seniority on Amtrak have rights to Work Zone 1 assignments ahead of Northeast Corridor employees. Employees hired in the Northeast Corridor prior to October 27, 1999, have prior-rights to assignment in Work Zones 1 and 2 ahead of National Seniority employees and System Seniority employees. Lastly, National Seniority employees have seniority over System Seniority employees.

If this properly reflects our understanding, please indicate your concurrence by signing in the space provided below.

Very truly yours,
Larry C. Hriczak
Director-Labor Relations

I Concur:

W. A. Beebe
General Chairman - UTU

A. L. Suozzo
General Chairman – UTU

February 8, 2000

Mr. W. A. Beebe, General Chairman
United Transportation Union
214 Amity Road 1515
Woodbridge, CT 06525

Mr. A. L. Suozzo, General Chairman
United Transportation Union
Market Street, Suite 515
Philadelphia, PA 19102

Gentlemen:

This is to confirm our understanding regarding agreed upon Question and Answer No. 5, dated January 24, 2000, governing the exercise of seniority between zones. It is agreed that in addition to displacing a junior trainman occupying an assignment in another work zone that is at the same crew base or the crew base nearest thereto, a displaced trainman may select a vacant assignment that is under advertisement in another work zone that is at the same crew base or the crew base nearest thereto. It is understood that employees selecting a vacant assignment will be considered automatic bidders for the assignments and governed by the applicable language in Rule 9(a). If this properly reflects our understanding, please indicate your concurrence by signing in the space provided below.

Very truly yours,

Larry C. Hriczak
Director-Labor Relations

I Concur:

W. A. Beebe
General Chairman - UTU

A. L. Suozzo
General Chairman – UTU