

CENTRAL LOAD PLANNER HIGHLIGHTS

BASIC HOURLY WAGES:

Years of Company Seniority	Effective Date of Signing	Effective 01/01/2015	Effective 01/01/2016	Effective 01/01/2017	Effective 01/01/2018
Less than 1 Year	\$13.40	\$13.40	\$13.74	\$14.08	\$14.43
1 but less than 2 Years	\$14.07	\$14.07	\$14.42	\$14.78	\$15.15
2 but less than 3 Years	\$15.38	\$15.38	\$15.76	\$16.16	\$16.56
3 but less than 4 Years	\$16.28	\$16.28	\$16.69	\$17.10	\$17.53
4 but less than 5 Years	\$17.23	\$17.23	\$17.66	\$18.11	\$18.56
5 but less than 6 Years	\$18.25	\$18.25	\$18.70	\$19.17	\$19.65
6 but less than 7 Years	\$19.45	\$19.45	\$19.93	\$20.43	\$20.94
7 but less than 8 Years	\$20.64	\$20.64	\$21.15	\$21.68	\$22.22
8 but less than 9 Years	\$22.14	\$22.14	\$22.69	\$23.26	\$23.84
9 but less than 10 Years	\$23.64	\$23.64	\$24.23	\$24.84	\$25.46
10 Years or More	\$28.72	\$29.44	\$30.18	\$30.93	\$31.70

Lead Central Load Planner (Lead CLP) is a Lead position within the CLP workgroup

Lead Premium: \$2.25 per hour

Signing Bonus: \$1500 for sCO

JOB SECURITY

Job Security The Company will not contract out to outside vendor(s) the "core" work currently performed by CLP employees in the Network Operations Center.

In addition to the foregoing protections, no employee in active service or on leave of absence on the date of signing of this Agreement who has a Company seniority date of June 3, 1999 or earlier will be furloughed from employment with the Company

At any time the Company places additional locations on the system to perform "core" CLP work, the provisions of this agreement will apply and those employees will be classified as Central Load Planners.

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BENEFITS

Annual Medical Cost Increases from one calendar year to the next, will not exceed 9.25% of the prior year's contribution.

Annual Dental Cost Increases from one calendar year to the next, will not exceed 9.25% of the prior year's contribution.

Required Monthly Contributions for the Core Dental Option will not exceed 20%

Retiree Bridge Medical

a. At the time of retirement, the employee must be at least age 60 and less than age 65. At the time of retirement, the retired employee's sick leave bank will enable the retiree to participate in the contributory funding aspect of the plan by using 11 hours of sick leave for each month of participation.

Regular Retiree Medical

a. At the time of retirement, the employee must be at least (i) age 60, (ii) age 55 with at least 10 years of Company service, or (iii) age 50 with at least 20 years of Company service; and the employee must be less than age 65. (no Company subsidy)

PENSION-401K

Pension Benefits

a. Each employee who was not covered by a collective bargaining agreement between the Company and the Union immediately prior to the Effective Date of this Agreement (i.e., treated as a management & administrative employee) will commence participation in the NPP effective April 1, 2014.

401(k) Benefits

Years of Service	Company Match
At least 5 but less than 10	25% of the employee's before-tax contributions for the plan year up to 4% (i.e., maximum match of 1%)
At least 10 but less than 15	50% of the employee's before-tax contributions for the plan year up to 4% (i.e., maximum match of 2%)
At least 15	50% of the employee's before-tax contributions for the plan year up to 6% (i.e., maximum match of 3%)

COMPENSATION FOR WORKING OVERTIME

Overtime rate of time and 1/2

Overtime rate of double time

Overtime Equalization

Mandatory Overtime

If 1 hour’s advance notice is not provided, the employee will receive 1 1/2 hours’ pay as a penalty in addition to the pay earned for any mandatory overtime hours actually worked.

Vacation & Holidays

Completed Years of Service	Vacation Weeks/Hours
Less than 1 year	Up to 1 week/40 hours (prorated)
1 to 8 years	2 weeks/80 hours regular
9 to 15 years	3 weeks/120 hours regular
16 to 23 years	4 weeks/160 hours regular
24 to 28 years	5 weeks/200 hours regular
29 or more years	6 weeks/240 hours regular

An employee whose accrued vacation upon the Effective Date of this Agreement would be less than the accrued vacation he or she received on the day prior to the Effective Date will continue to receive the same vacation accrual until the date on which his accrual under this Agreement.

Day at a Time (DAT) Vacation

Total Vacation Entitlement	Minimum Required Block Vacation	Total Days Available as Bid DAT and/or FDB
1 Week	0 Week	Up to 5 days
2 Weeks	1 Week	Total 5 days Bid DAT and/or FDB
3 Weeks	1 Week	Total 10 days Bid DAT and/or FDB
4 Weeks	1 Week	Total 15 days Bid DAT and/or FDB
5 Weeks	1 Week	Total 20 days Bid DAT and/or FDB (maximum of 15 days FDB)
6 Weeks	1 Week	Total 25 days Bid DAT and/or FDB (maximum of 15 days FDB)

HOLIDAYS

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

In addition, employees (excluding new hire probationary employees) are eligible for 2 Floating Holidays each calendar year.

Employees working on a holiday will receive their holiday pay plus pay for time worked on the holiday at the applicable rate (time and one-half for all hours worked up to 12 hours).

Ability to defer Holidays in exchange for additional vacation.

COMPANY SENIORITY DATE

An employee's Company Seniority begins on the date an employee is placed on the Company's payroll (as adjusted for periods of furlough and other types of leave when Company seniority does not accrue as described below) and is used to determine vacation accrual, vacation bidding, pay and furlough.

BID SENIORITY DATE

Bid Seniority is used to determine all shift bids. An employee's Bid Seniority begins on the date the employee is placed on the Company's payroll. For Company employees transferring into this Agreement, Bid Seniority is the date an employee is notified that he or she accepts a position covered by the CLP Agreement.

CHARTER OPERATIONS

The Company will may staff DOD charter operations where the Company does not operate regularly scheduled service with CLPs who hold a DOD charter operations qualification.

INVESTIGATIONS, GRIEVANCES & ABRITRATION

The Company will inform the employee that he/she has the right to have a Union representative present during the questioning.

No employee will be disciplined to the extent of loss of pay (other than for insubordination, job abandonment or failure to attend a scheduled investigatory meeting) or discharged from employment without a prompt, fair and impartial investigative hearing at which he may be represented and assisted by Union Representatives.

REDUCTION IN FORCE

Employees who are involuntarily furloughed from a basic position will have recall rights to the CLP workgroup until recall is offered and is either accepted or declined (Lifetime Recall Rights)

NEW EQUIPMENT, TECHNOLOGY & METHODS

In the event of the introduction of new or different technology or methods which will have a significant impact on employees under this Agreement, the Company and the Union will meet. If technological or method changes result, or are likely to result, in a reduction in force of employees covered by this Agreement, the Company will meet with the Union, in order to discuss and consider alternatives to the reduction in force that would minimize or eliminate the reduction in force.

PROVISIONS FOR PARKING

If free parking facilities are not readily available for employees at their normal work locations, the Company will pay the standard monthly parking fee charged for parking in the area designated for employees at that location.

AMENDABLE DATE

This Agreement will continue in full force and effect through and including April 30, 2018 and will thereafter renew itself without change each succeeding June 1, unless written notice of intended change is served in accordance with Section 6, Title I, of the Railway Labor Act, as amended (the "Act") by either party at least 180 days prior to April 30, 2018 or any April 30 thereafter.