

AGREEMENT

between

NORFOLK SOUTHERN RAILWAY COMPANY

and its engineers

represented by

BROTHERHOOD OF LOCOMOTIVE ENGINEERS

The parties agree that current agreements with respect to personal leave days for locomotive engineers are modified as follows:

1. Any personal leave days that are due, but not taken, may be carried over and accumulated up to a maximum of 30 days.
2. An active engineer in good standing or an engineer whose employment status has been terminated may elect to receive payment for all or any portion of the personal leave days referred to in Section 1 above.
3. Requests by active engineers in good standing for payment for some or all of their accumulated personal leave days will be submitted in writing. Such payment will be based on the basic daily rate of pay for the service rendered by the engineer on or immediately preceding the date on which claim for the payment is made.
4. In the event of the death of a locomotive engineer, the personal leave days referred to in Section 1 above will be paid to his or her estate.

The provisions of this Agreement supersede those of any other Agreement with which they conflict and will remain in effect until revised in accordance with the provisions of the Railway Labor Act, as amended.

Signed at Norfolk, Virginia this 6th day of December, 1999.

FOR THE ENGINEERS:

W. E. Knight
W. E. Knight, General Chairman
Brotherhood of Locomotive Engineers

Stephen Speagle
S. D. Speagle, General Chairman
Brotherhood of Locomotive Engineers

R. C. Wallace
R. C. Wallace, General Chairman
Brotherhood of Locomotive Engineers

FOR THE CARRIER:

David N. Ray
David N. Ray, Assistant Vice President
Norfolk Southern Railway Company