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October 7, 2015

Mr. Gary Best, General Chairman BLET  
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Mr. Matt Thornton, General Chairman BLET  
P.O. Box 49  
Etowah, TN 37331

Mr. William Lyons, General Chairman BLET  
1538 The Green Way, Suite 103  
Jacksonville Beach, Florida 32250

Mr. Pat Driscoll, General Chairman BLET  
2852 Delaware Avenue, Suite 200  
Kenmore, New York 14217

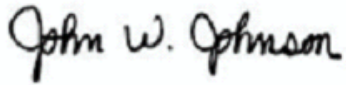
**Subject: Demand Days Off**  
**FILE: 6018-01SSA; 5028-01SSA**

Agreed upon interpretation of Article 10 and subsequent LOI dated November 7, 2007 which reads as follows:

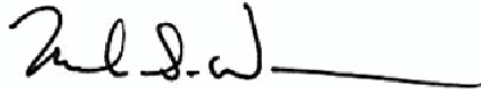
*“1) Engineers will enter their requests for a DDO into a computer screen (when programming is completed) as they do for Daily Vacation and Personal Leave Days. The DDO must be entered into the computer by 2359 on the Sunday prior to the next week's JAD. There will be no caps on any day of the week and all days to be taken will begin at 0001 or as stated above (when programming is completed).”*

As a result of further discussions held in accordance with Article 32 of said agreement at our DRC Meeting in Jacksonville, Florida on July 7, 2015 and in accordance with the November 7, 2007 LOI referenced above, programming has been implemented to efficiently handle requests for Demand Days Off (DDO's). In an effort to maximize an Engineers' opportunity to schedule their DDO in advance and/or submit a request for payment of a Personal Leave Day or Daily Vacation Day in conjunction with the same, the following will become effective immediately. An Engineer desiring to schedule a DDO must enter their request into the computer or via IVR by 2200 on the Wednesday prior to the next week's JAD. Engineers electing to receive a compensated day in conjunction with their DDO will have their PL Day or Daily Vacation entitlement reduced accordingly. The requested compensated day will be granted regardless of caps allotted for the PL Day or Daily Vacation roster. All other provisions pertaining to DDOs remain unchanged.

**Subject: Demand Days Off**  
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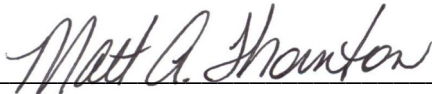


John W. Johnson  
Director Labor Relations



Michael S. Wanner  
Director Labor Relations

We concur:



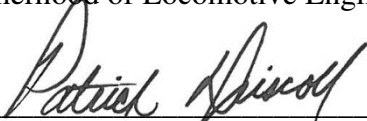
Matt Thornton, General Chairman  
Brotherhood of Locomotive Engineers and Trainmen



William Lyons, General Chairman  
Brotherhood of Locomotive Engineers and Trainmen



Gary Best, General Chairman  
Brotherhood of Locomotive Engineers and Trainmen



Patrick Driscoll, General Chairman  
Brotherhood of Engineers and Trainmen

Approved:



Gil Gore, Vice President  
Brotherhood of Locomotive Engineers and Trainmen