

June 27, 2016

Mr. David Decker, General Chairman
Brotherhood of Locomotive Engineers
44 Paderewski Road
Oakridge, NJ 07438

Dear Mr. Decker:

The letter of understanding serves to clarify the new rule on FRA Certification Pay. The following is a list of questions as to payment or non-payment under the following circumstances:

Issue	Compensation
Book of rules classes	Yes
Military Leave	No
Called not used penalties	No
Qualifying	Yes
If an employee only works part of job	No, if paid less than basic day
Going to court for company	Yes
An engineer on a yard job qualifies for certification allowance and is then held over another job	No
Conference with Labor Relations	No
Lost earnings when held out for drug and alcohol testing	Yes
Payment of lost wages due to removal of suspension	Yes
Guarantee payments for extra conductors (if in a workweek a conductor gets 3 starts and 2 guarantee payments, do we also pay two 20 minute payments on the 2 guarantee days?)	Yes
LETP When do they get their license, and if it is before the end of class, do they start getting paid then?	No. Not until first performing service on their own.

It is agreed that the above accurately reflects our mutual understanding.

I concur:



David Decker
General Chairman
Brotherhood of Locomotive Engineers

I concur:



S.M. Drayzen
DGM Labor Relations and Admin.