

SMART
Transportation Division
MEMORANDUM

JOHN D. WHITAKER, III
GENERAL CHAIRMAN (SCL)

3560 Cardinal Point Dr.
Suites 103 and 104
Jacksonville, FL 32257

TRAVIS RAYNES
GENERAL CHAIRMAN (CO)

DALE BARNETT
GENERAL CHAIRMAN (LN)

JAMES DARBY
GENERAL CHAIRMAN (AWP)

June 2, 2016

TO: ALL CSXT LOCAL CHAIRPERSONS

RE: 2016 VACATION ENTITLEMENTS

Our office has been contacted by B&O Vice General Chairperson Erik Belew concerning a discrepancy (shortage) in 2016 vacation entitlements.

Upon review, it was noted that Article V, Section 2(d) of the 1996 UTU National Agreement, and Article 29, Section 5, paragraph E.1 of the CSRA were not properly applied with respect to individuals' weekly vacation entitlements.

As an example, those who were hired in 2000 will complete their 16th year of service and start their anniversary year of service in 2016. For those who were hired in 2000, they should have displaced 4 weeks of vacation for bid prior to the 2016 vacation scheduling.

For reference, below is what was used to determine those vacation entitlements –

<u>WEEKS</u>	<u>YEARS OF SERVICE</u>	<u>TOTAL CAREER QUALIFYING DAYS</u>
1986 – Six (6)	30	5,000
1992 – Five (5)	25	4,000
2000 – Four (4)	17	2,720
2009 – Three (3)	8	1,280

Additionally, Payroll has a technical glitch when calculating qualifying days under the National Agreement and CSRA Article 29, Section 1, paragraph A.2.A. = 90 additional qualifying days for occupying the extra board was not included in the 2016 vacation entitlements.

Through further discussion with CMC, we have determined that the programming for the anniversary entitlements will be corrected between 2017 vacation scheduling. In the 90 day provision for extra board employees, it should be programmed by 2018.

Having given the background, the CSRA General Chairman are still reviewing the list provided our office and exploring what options we have to schedule the vacation entitlements.

Further, we are also looking at other items that are directly related to those who did not qualify for vacation account of the 90 days were not generated, i.e. personal leave days, ESOP, etc.

We respectfully request your patience as we chart the best path forward – once finalized, we will issue a memo with our course of direction.

In closing, we would like to thank the B&O General Committee and Vice General Chairman Belew for their due diligence in protecting our CBA.