

**PROPOSALS APPLICABLE TO
CONDUCTORS AND ASSISTANT CONDUCTORS (C&AC)**

1. RULE 2 - CLASSIFICATION AND BASIS OF PAY

1. All paid for but not worked days will qualify for inclusion in the calculation of the forty (40) hour work week for purposes of computing overtime.
2. The minimum amount of release time shall be four (4) hours.
3. Employees who perform service during scheduled release time shall be paid for the entire release time regardless of time actually worked.
3. All night and weekend assignments that begin between the hours of 4:00 p.m. and 4:00 a.m. will be paid a ten (10) percent shift differential.
4. Release time shall be paid at the straight time rate of pay.
5. Provide for a Conductor Certification allowance of one (1) hour at the Conductor's rate of pay.

3. RULE 3 – ENTRY RATES

1. All qualified Conductors working Conductor assignments will be paid at the one hundred (100) percent rate of pay.

4. RULE 7 - CREW CONSIST

The provisions relating to crew consist shall be amended to provide that:

1. The minimum staffing on all Metro-North train operations shall be a Conductor and Assistant Conductor.
2. Metro-North agrees not to furlough any train service employees hired prior to July 15, 2010. And all employees as of July 15,2010 will be added to Attachment "A".

5. RULE 8 - BULLETINS AND ASSIGNMENTS

Amend Rule 8 to reflect the following:

1. Employees will not be forced assigned to any assignments.
2. Extend the closing time for bids from Wednesday at 2359 to Friday at 1200.

6. RULE 10 - ANNULMENTS OF ASSIGNMENTS

1. Amend Rule 10 to allow twenty-four (24) hour notice prior to the annulment of an assignment.

7. RULE 11 - EXTRA BOARD

1. A qualified Extra Board employee on an Assistant Conductor list position shall be paid the Conductor's rate of pay for all paid-for-not-worked days.

8. RULE 12 - RELIEF DAY WORK

1. An employee on a relief day list who misses a call shall be off the board for twelve (12) hours and then positioned at the bottom of the relief day list.
2. An employee on the relief day list who has not worked five (5) consecutive days prior to the inception of their relief days will be paid at the time and one-half rate of pay for working their second relief day.

9. RULE 15 - DEADHEADING

1. All deadheading by auto and taxi to and from the assignment will be paid at the rate of three (3) minutes per mile.
2. Amend paragraph (3) of the Memorandum of Understanding dated February 11, 1993 to reflect that a flag employee's off duty time will be increased by ten (10) minutes.

10. RULE 22 - BEREAVEMENT LEAVE

1. Increase bereavement leave to five (5) days. Payment for bereavement leave will be at the regular earnings of the employee's assignment. Include for bereavement pay spouse's grandparents and employee's brother-in-law and sister-in-law.

11. RULE 25 - CLAIMS FOR COMPENSATION

1. Amend Rule 25 to allow ninety (90) days to file a claim for compensation.

12. RULE 26 - DISCIPLINE AND INVESTIGATION

1. Amend Rule 26 to read that all employees withheld from service pending an investigation to be "suspended with pay" until returned to service.

13. RULE 27 - LEAVE OF ABSENCE

1. All employees on military service will be entitled to the pay of the assignment they owned prior to leave.

14. RULE 32 - UNIFORMS

1. Replace name tags with a numbered badge.
2. Increase the safety shoe allowance to \$100 per year.
3. Metro-North will provide windbreakers and raincoats to all passenger employees on an annual basis.
4. Metro-North will provide a semi-annual cleaning allowance of \$1,600.

15. RULE 33 - VACATIONS

1. Allow an employee to use single day vacations throughout the year regardless of the date of his\her draw week.

16. RULE 37 - MEAL PERIOD

1. All meal payments will be increased from forty-five (45) minutes to one (1) hour. The meal allowance shall be increased from \$7.00 to \$21.00 per day.
2. No meal periods shall be scheduled from 6:00 p.m. to 6:00 a.m.

17. RULE 38 - HOLIDAYS

1. Include Easter Sunday and Employee's Birthday to all current holidays.
2. Employees who do not perform service on a holiday will be paid the normal earnings of their regular assignment.

18. RULE 39 - PERSONAL LEAVE

Amend Rule 39 to provide:

1. On (1) personal day during an employee's first year of service.
2. Two (2) personal days during an employee's second year of service.
3. Three (3) personal days during an employee's third year of service.
4. Four (4) personal days during an employee's fourth year of service.

5. Five (5) personal days during an employee's fifth year of service.

19. RULE 40 - SICK LEAVE

1. Employees will be allowed to cash in any and all sick days in their new and old bank.
2. Employees will be allowed to purchase pension credits with unused sick time.
3. All sick days will be paid at the 100% rate of pay.

20. RULE 48 - PORTABLE RADIOS

1. A radio in good working order will be furnished to each member of a train crew.

22. LIFE INSURANCE

1. Provide for life insurance in the amount of \$100,000.

23. PENSION CREDITS

1. Allow all employees to purchase pension service credits for time lost, that are the result of off the job injuries and long illnesses where the employee is out of sick time and off the payroll.

The Organization reserves the right to amend, add too and delete from these notices in the future.