

August 12, 2024

Mr. B. P. Carr  
General Chairman  
Brotherhood of Locomotive Engineers  
and Trainmen

Dear Mr. Carr:

This will confirm our discussions relating to Article 21 of the collective bargaining agreement.

Updated Article 21A language:

A. Regular, full-time Employees are eligible for vacation days with pay. Employees begin accruing vacation on their date of hire. A 'Full Year of Employment' [Column A below] or 'Accrual Year' starts on the employee's date of hire and the subsequent anniversaries of their date of hire. Vacation is accrued in each month of an accrual year during which the Employee performs compensated service [i.e.-a full shift spent at work or a day for which compensation was received] until the **CBA Maximum Annual Vacation Days** [Column B below] is reached. This is illustrated in Chart 1 for an employee hired in May. Employees who do not perform compensated service during a calendar month will not accrue vacation pay during that month.

Replace Article 21B with this chart:

<b>Column A</b>	<b>Column B</b>	<b>Column C</b>
<b>Full Years of Employment</b>	<b>CBA Maximum Annual Vacation Days</b>	<b>Days of Vacation Earned by Month</b>
First Year	5	0.5
Second, Third & Fourth Years	10	1
Fifth through Ninth Years	15	1.5
Tenth through Nineteenth Years	20	2
Twenty Years and after	25	2.5

All vacation scheduled to be accrued in a calendar year is available on January 1 of that year. If an employee leaves PHL employment, PHL will pay out all accrued but unused vacation.

Please indicate your concurrence with this understanding by signing your name in the space provided below.

Sincerely,



Otis L. Cliatt  
 II President  
 Pacific Harbor Lines, Inc.

I concur



B.P. Carr  
 General Chairman, BLET

Chart 1																			
DOH IN MAY		ACCRUAL YEAR				Accrual Months beyond the CBA Maximum								TRANSITION YEAR				Cal YR Total	CBA YEAR
Calendar Year	CBA YEAR	START	END		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC			
2014	1	MAY 2014	APR 2015					0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	4	5	
2015	2	MAY 2015	APR 2016		0.5	0.5	0.5	0.5	1	1	1	1	1	1	1	1	10	10	
2016	3	MAY 2016	APR 2017		1	1	1	1	1	1	1	1	1	1	1	1	12	10	
2017	4	MAY 2017	APR 2018		1	1	1	1	1	1	1	1	1	1	1	1	12	10	
2018	5	MAY 2018	APR 2019		1	1	1	1	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	16	15	
2019	6	MAY 2019	APR 2020		1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	18	15	
2020	7	MAY 2020	APR 2021		1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	18	15	
2021	8	MAY 2021	APR 2022		1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	18	15	
2022	9	MAY 2022	APR 2023		1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	18	15	
2023	10	MAY 2023	APR 2024		1.5	1.5	1.5	1.5	2	2	2	2	2	2	2	2	22	20	
2024	11	MAY 2024	APR 2025		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2025	12	MAY 2025	APR 2026		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2026	13	MAY 2026	APR 2027		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2027	14	MAY 2027	APR 2028		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2028	15	MAY 2028	APR 2029		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2029	16	MAY 2029	APR 2030		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2030	17	MAY 2030	APR 2031		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2031	18	MAY 2031	APR 2032		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2032	19	MAY 2032	APR 2033		2	2	2	2	2	2	2	2	2	2	2	2	24	20	
2033	20+	MAY 2033	APR 2034		2	2	2	2	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	28	25	
					2.5	2.5	2.5	2.5											