

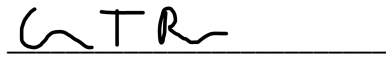
**MEMORANDUM OF AGREEMENT BETWEEN THE  
NATIONAL RAILROAD PASSENGER CORPORATION  
AND  
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES**

Effective October 25, 2024, the following changes will occur to all BMWED agreements.

1. Any employee returning to service with expired qualifications will exercise seniority to any vacancy that their qualifications allow. If there are no vacancies that the employee can fill the employee shall be assigned to one of the following three temporary positions:
  - a. In the same gang as the position for which the employee was assigned prior to their leave.
  - b. On the same shift at the same headquarters as the position for which the employee was assigned prior to their leave.
  - c. On the same shift in the same work zone as the position the employee was assigned prior to their leave.
2. The employee will be given paid time and opportunity to requalify within 30 days of their return. Once qualified, the employee shall, within five (5) days:
  - a. Return to his former position,
  - b. Exercise seniority to any position advertised during his absence
  - c. Displace any junior employee promoted to a position under this agreement during his absence.
3. If the employee fails to requalify, the Carrier shall give the employee another opportunity within thirty (30) days of the failed attempt, if the employee is still unsuccessful, the employee shall, within five (5) days:
  - a. Return to his former position if their qualifications allow.
  - b. Exercise seniority to any position advertised during his absence if their qualifications allow.
  - c. Displace any junior employee promoted to a position under this agreement during his absence if their qualifications allow, subject to Rule 2 (a).

Signed this date: November 4, 2024

For National Railroad Passenger Corporation

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Christopher Richtarich  
Sr. Manager – Labor Relations

For BMWED:

A handwritten signature in black ink, appearing to read "AS", is positioned above a horizontal line.

Anthony Sessa  
General Chairperson, BMWED-IBT