

# BOMBARDIER

TRANSPORTATION  
Bombardier Transportation  
(Holdings) USA Inc.  
Newark Liberty International Airport  
60 Earhart Drive  
Newark, NJ 07114 United States  
Tel +1 718-570-1050  
Fax +1 718-570-1047  
www.bombardier.com

January 22, 2021

Mr. Ricardo Sanchez  
General Chairman, IBEW, Local 589  
38B Church Street  
Patchogue, NY 11772

Re: Article 9 Section 5, Short Call Days

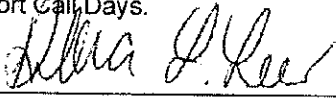
Ricardo:

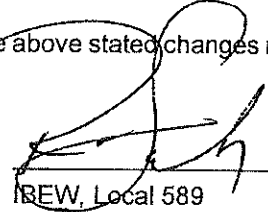
This letter confirms our agreement to modify Article 9, Section 5 Short Call Days, covered under the Collective Bargaining Agreement between Bombardier Transportation (Holdings) USA, Inc., and International Brotherhood of Electrical Workers AFL-CIO, Local Union 589 covering Operations and Maintenance Technicians employed at Newark Liberty International Airport, to the below verbiage effective August 3, 2020.


**Short Call Days** - The Company agrees that each employee may schedule six (6), or forty-eight (48) hours, of his PTO days by notifying the Company Supervisor/Manager on duty at least two (2) hours before his/her scheduled reporting time. These six (6) days shall be referred to as "Short-Call Days." This meets the New Jersey Sick Leave Law requirements. Short-Call Days will be frontloaded on January 1st of each year for the beginning of the twelve (12) month benefit year period and can be used for purposes allowed by the New Jersey Sick Leave Law.

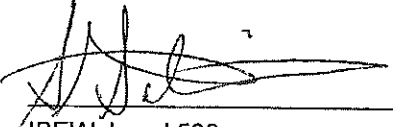
All other language unchanged will remain in effect.

Your signature below serves as confirmation that you agree to the above stated changes regarding Article 9, Section 5, Short Call Days.

  
\_\_\_\_\_  
Bombardier Transportation                      Date  
Debra Lees, Sr. HR & LR Manager US                      02/12/2021

  
\_\_\_\_\_  
IBEW, Local 589    Date  
Ricardo Sanchez, General Chairman    2/12/21

  
\_\_\_\_\_  
Bombardier Transportation                      Date  
Bruce Browne, Newark Site Director                      2/12/21

  
\_\_\_\_\_  
IBEW, Local 589    Date  
Steven Schmitt, Financial Secretary    2/12/21