



VIA ELECTRONIC AND FIRST-CLASS MAIL

September 16, 2021

Mr. Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers
35B Church Street
Patchogue, NY 11772

Re: Vacation Day Donation for Electrician R. Robinson (Emp No. 53105)

Dear Mr. Sanchez:

I am writing to confirm the recent discussions held between the International Brotherhood of Electrical Workers (“Organization”) and the Long Island Rail Road (“Carrier”), regarding the Organization’s request that Maintenance of Equipment Department employees represented by the Organization be permitted to donate vacation days to Electrician R. Robinson who has been absent from duty due to a serious medical condition, in accordance with the following conditions:

1. Maintenance of Equipment Department employees represented by the Organization may voluntarily elect to donate one or more full vacation days from their 2021 vacation bank. Partial day donations will not be accepted.
2. The Organization shall be solely responsible for contacting their members to request volunteers to donate vacation day(s) to R. Robinson. The Organization shall insure that employees who elect to donate vacation day(s) complete the form, provided by Carrier, that authorizes the transfer of vacation time from the donor employee’s vacation time balance to R. Robinson’s vacation balance. The Organization shall collect and submit all completed forms from the employees electing to transfer vacation time. The Organization representatives will also prepare an alphabetical listing of donors’ names, employee identification numbers, and number of days donated by each person, and provide this and the completed donation forms to the Carrier no later than Monday, October 11, 2021.
3. Carrier shall deduct the vacation time donated from an available unused individual vacation day. If the donor has no individual vacation days in their vacation banks, Carrier shall deduct vacation days donated from one (1) week of vacation that the employee has scheduled for 2021. Employees donating more than one (1) vacation day, and has not individual vacation days in their vacation banks, shall have those days deducted from the same scheduled week of vacation and not from more than one (1) week of scheduled vacation. In the event an employee donates more than five (5) days of vacation time, those days will be deducted from another week of scheduled vacation.

The agencies of the MTA

MTA New York City Transit
MTA Long Island Rail Road

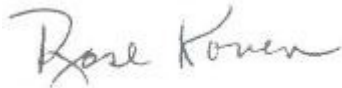
MTA Metro-North Railroad
MTA Bridges and Tunnels

MTA Capital Construction
MTA Bus Company

4. The Maintenance of Equipment Department and the Human Resources Department shall administer the necessary adjustments to each employee's accruals and to R. Robinson's vacation day balance.
5. This Agreement shall not alter, change or amend the limits and conditions set forth in the Collective Bargaining Agreement or in the applicable pension plans, regarding the use of vacation time balances for pension benefit calculations of those employees donating vacation days for R. Robinson.
6. Once R. Robinson's sick leave and vacation day banks are exhausted, the vacation days donated by other employees, as set forth herein, shall be for the exclusive use of R. Robinson as provided for by the Collective Bargaining Agreement and the applicable policies administered by the Human Resources Department. Employees, in accordance with this Agreement, shall forfeit any future claim to the use or payment of those vacation days donated. Vacation days donated will not carry over to 2022 and may not be subject to payment if unused.
7. R. Robinson must first exhaust all sick and vacation leave balances before using any of the donated vacation time.
8. This Agreement shall not subject the Carrier to any additional expense. Any unanticipated costs to the Carrier may be cause for the revocation of the Agreement and render it void.
9. The parties agree that this transfer of vacation time is a permitted due to the circumstances involved and will not establish precedent, nor may it be entered as evidence in any forum for any purpose other than to enforce the provisions herein.

If the preceding correctly reflects our understanding, please sign in the space provided below.

Very truly yours,



Rose Koven
Acting Director – Labor Relations (Administration)

I Concur:

Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers

Date

Attachment: Vacation Day Donation Form

cc: J. Mehm, C. Daly, E. Rodriguez, C. Swicicki, J. McGrath, K. Hanley, M. Kustoff, J. Tinghino,
L. Ramsaroop, L. Kane, K. Layne, (IBEW) S. Schmitt

Vacation Day Donation Form
(IBEW Only)

I (please print) _____
(Employee No.; BSC No.) _____ hereby authorize the Long Island Rail Road to deduct from my 2021 vacation bank _____ (amount of days) to be donated to the vacation bank of employee, Roy Robinson, Employee No. 53105.

I understand that donated vacation days shall be for eight (8) full hour vacation days and not for partial days. Once donated, the vacation day(s) will be for the exclusive use of Mr. Robinson as provided for in the Controlling Agreement and the policies of the Long Island Rail Road. I forfeit any further claim to use or payment of those day(s) donated.

This special agreement requires you to donate individual vacation days if available. If you do not have individual vacation days available, you are required to identify what vacation week you will be deducting donated vacation days from on this form. If you are donating vacation days, you must deduct the days donated from one (1) week of your scheduled 2021 vacation.

Employees are advised that should you be contemplating retirement in 2021 any vacation days donated may impact your pension calculation.

For those employees donating 2021 vacation days:

The vacation day(s) I donate from my 2021 vacation selection will be deducted from vacation week no. _____ (if applicable).

Employee Signature _____
Date

Union Signature _____
Date

Please return this form to your union representative or fax to the IBEW offices at (631) 569-4008/9 no later than Monday, October 11, 2021.