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Helena E. Williams
President

Michael D. Chirillo
Vice President - Labor Relations



VIA FACSIMILE AND FIRST CLASS MAIL

March 8, 2011

Mr. Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers
141 Waverly Avenue
Patchogue, NY 11772

RE: Appendix F

Dear Mr. Sanchez:

This letter will serve to confirm our discussion of February 28, 2011 regarding the aforementioned Appendix.

Effective with the signing of this understanding, Appendix F will be abrogated in its entirety and replaced with the following:

It is agreed:

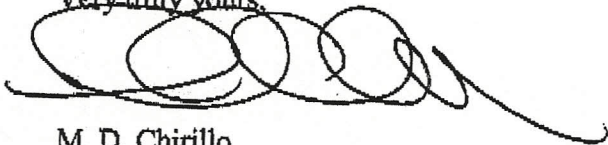
1. When new positions or vacancies occur in a position of Engineering System Operator or Load Dispatcher, they shall be filled by appointment from employees of the Substation Electricians' and/or the Electric Traction Electricians' class, or from Gang Foremen who were previously qualified as an Electrician in Substations or ET, who, in accordance with Rule 14(b), remain members in good standing with the IBEW.
2. With the exception of a Gang Foreman as mentioned above, an employee promoted to any position set forth in paragraph one (1) must have accumulated two (2) or more years seniority as an electrician and currently owning or assigned as such at the time he/she makes application for these positions.
3.
 - (a) When new positions or vacancies occur in the positions set forth in paragraph one (1) above, a notice to that effect will be posted for the Electricians and Gang Foremen for five (5) days in all Substations and Electric Traction headquarters.
 - (b) Employees eligible for and desiring such bulletin position must make written application within the advertising period to the officer whose name appears on the notice. Following the close date of this notice, employees will be interviewed in seniority order according to sections 3(c), (d) and (e) below.
 - (c) All Substation Electricians with two (2) or more year's seniority.
 - (d) All Electric Traction Electricians with two (2) or more year's seniority.
 - (e) All Gang Foremen meeting the requirements of paragraph one (1) above.

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- (f) If after exhausting the procedure set forth in paragraphs 3 (a) through (e) an acceptable applicant has not been found, Carrier may fill positions or vacancies with other than the employees identified above.
- 4. A Substation or Electric Traction Electrician promoted to the position of Engineering System Operator or Load Dispatcher as outlined above, shall retain and continue to accumulate seniority in the Electrician's Craft provided they meet the criteria set forth in Rule 14(b). A Substation or Electric Traction employee may return to his/her former position providing it has not been obtained by a senior employee within thirty (30) days of being promoted to Engineering System Operator or Load Dispatcher position. Upon expiration of the thirty (30) day period and thereafter, he/she must exercise their seniority in accordance with the provisions of Rule 14, as amended.
- 5. This Agreement shall supersede all the provisions of the Agreement of September 13, 1957 and shall remain in full force and effect until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

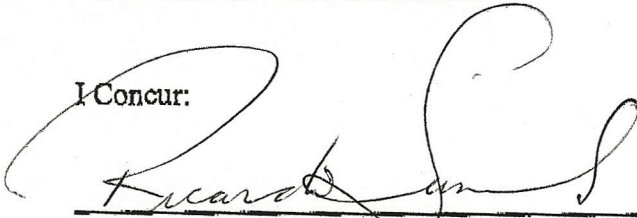
Should this correctly reflect our understanding, please sign in the space provided below.

Very truly yours,



M. D. Chirillo
Vice President - Labor Relations

I Concur:



Ricardo Sanchez, General Chairman - IBEW

3/8/2011
Date

cc: M. Capone, M. Gelormino, R. Puciloski, R. Agritelley, J. Collins, E. Rodriguez,
A. Micheletti, L. Kane, K. Layne