



November 15, 2023

Mr. Brian Rumler
General Chairman BMWED
1968 S. Coast Hwy #380
Laguna Beach, CA 92651

General Chairman Rumler,

This is in reference to our recent discussion concerning the upcoming holidays (Christmas, and New Year's) that may fall on an employee's rest day and how employees who are working a 5-8 or 4-10 schedule within the collective bargaining agreements (CBA) dated July 1, 2001 (UP), November 1, 2001 (C&NW), and December 31, 2003 (SPWL) may elect to observe it. As a result, it was agreed as follows:

If agreed by a majority of gang members and the appropriate Manager (in writing), the 2023 holidays mentioned above that fall on a rest day rather than a workday will be observed with eight (8) hours of holiday pay and a day off, rather than being paid the additional eight (8) hours of holiday pay on that rest day, and the amount of service hours ordinarily scheduled in line with the terms of this Agreement will be reduced by eight (8) hours.

In order to facilitate the observance of the holidays, the additional day off can be observed at the beginning or end of the work schedule (by majority agreement between the gang members and management), within the same pay period that the holiday falls. This is to ensure that gangs working 4-10's are able to work all of their hours and still observe the holiday without working more than 12 hours of straight time in any day.

This understanding is intended to address a unique circumstance and it is without prejudice to the position of either party.

Chris Bogenreif
Chris Bogenreif
Director Non-Ops
Labor Relations

Agreed:

Brian Rumler

General Chairman

11-16-2023

Date

Vice President

Date