



July 7, 2023

SMART – TD Local Chairpersons

Re: Announcement Tentative Time Off for Illness and Wellness Agreement

Brothers and Sisters,

We're proud to announce that after several months of bargaining we've reached a Tentative Agreement over paid sick leave. The specific details and language of the Agreement are being finalized and will be released next week. In the meantime, the following is a general overview of what has been agreed to:

- Five (5) paid sick days will be provided to all employees actively working in road and yard service, including Hostler/Hostler Helpers and Firemen in Training. Paid sick days can be taken at any time and cannot be denied.
- In lieu of the restricted medical days provided to employees in unassigned service only in Side Letter #3 of Public Law No. 117-216, all employees, regardless of class of service that is represented by SMART TD, will have the ability to convert three (3) single vacation days to paid sick days to be taken on demand, any day of the week that cannot be denied.
- The Additional Day provided in Public Law No. 117-216 can now be taken on demand, any day of the week, without restriction unless it falls on the following holidays: July 4th, Thanksgiving, Day After Thanksgiving, Christmas Eve and Christmas Day.
- Creates a process for banking of up to sixty (60) days of any unused Personal Leave Days, Paid Sick Days, and the Additional Day. This includes the ability to cash out or utilize any or all banked days.

This agreement provides every employee in any class of service working under SMART TD agreements with nine (9) unrestricted paid days that cannot be denied by the Carrier on any day of the week to manage personal or family illnesses.

Fraternally,

Roy Davis

Roy Davis
General Chairperson
GO-577

Luke Edington

Luke Edington
General Chairperson
GO-953

Gary Crest

Gary Crest
General Chairperson
GO-887

Scott Chelette

Scott Chelette
General Chairperson
GO-927

Joey Cornelius Jr.

Joey Cornelius Jr.
General Chairperson
GO-569