



PAID PARENTAL LEAVE AGREEMENT

AGREEMENT between the Northeast Illinois Regional Commuter Railroad Corporation (NIRCRC) and the Brotherhood of Railway Carmen (BRC).

IT IS AGREED:

An eligible employee may be entitled to Paid Parental Leave for the purpose of caring for and bonding with newborns or adopted children, subject to the applicable qualifying requirements as set forth below.

Section 1 – Eligibility

- a) An employee shall be eligible for Paid Parental Leave if they have been in the service of the Carrier for at least one calendar year, and have provided service for at least 1,250 hours during the calendar year immediately preceding the date on which the Paid Parental Leave is scheduled to begin.

Section 2 – Benefits

- a) An eligible employee may be granted four weeks of Paid Parental Leave following a qualifying event. An employee requesting Paid Parental Leave will be required to provide any documentation requested by the Carrier to confirm eligibility and qualification.
- b) Qualifying events include:
 - i) The birth of a child for which the employee is a parent, or
 - ii) The adoption of a child for which the employee is the parent
- c) If a single qualifying event involves multiple children (e.g. the birth of twins, or the adoption of siblings), an employee will not receive any additional parental leave in excess of what is provided for in paragraph (a) above.
- d) For a regularly assigned employee, Paid Parental Leave shall be at the pro rata rate of the position to which assigned. For an employee who is other than regularly assigned, Paid Parental Leave shall be at the pro rata rate of the position to which they last provided service prior to the leave.

Section 3 – Requirements

- a) An employee must notify the Carrier of their intention to use Paid Parental Leave at least thirty (30) days in advance unless prevented by unavoidable circumstances, in which case the employee will notify the Carrier as soon as possible.
- b) Paid Parental Leave must be taken in one continuous block of four weeks or two continuous blocks of two weeks each. All Paid Parental Leave days must be taken within one calendar year of the qualifying event.

Section 4 – Job Status

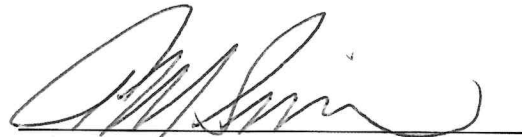
- a) The Carrier shall have the option to fill, partially fill, or not fill the vacancy of an employee who is absent on account of Paid Parental Leave. The vacancy resulting from an employee taking Paid Parental Leave will not be bulletined.
- b) An employee returning from Paid Parental Leave will return to their former position. An employee may exercise their seniority rights to new positions or vacancies bulletined during their absence, provided they make application in writing to the official in charge, with copy given to the Local Chairman or General Chairman, as the case may be, within seven calendar days after their return to service. Employees exercising their seniority rights as per this rule or junior employees disturbed as a result of such exercise of seniority, will not be paid premium rate if required to change shifts.
- c) An employee who engages in other employment while on Paid Parental Leave will lose their seniority unless special provisions have been made therefor by the proper official and committee representing their craft.

Section 5 – Other Benefits while in Paid Parental Leave

- a) Paid Parental Leave will be considered vacation time for the purpose of meeting qualification requirements for Health and Welfare benefits.

This Agreement becomes effective January 1, 2023. This Agreement may not be cancelled prior to December 31, 2023, after which this Agreement may be cancelled by either NIRC or the BRC upon one year written notice.

For the Northeast Illinois Regional Commuter Railroad Corporation: For the Brotherhood of Railway Carmen:



Anthony M. Siriano
Director, Labor Relations



Richard Reilly
National Representative, BRC



January 1, 2023

Richard Reilly
National Representative, BRC
19300 Tara Court
Mokena, IL 60448

RE: PAID PARENTAL LEAVE AGREEMENT

Dear Mr. Reilly,

In connection with the Paid Parental Leave Agreement which comes into effect on January 1, 2023, it is understood that Paid Parental Leave benefits will be granted to eligible employees who experienced a qualifying event as defined in Section 2(b) retroactive to January 1, 2022. Employees who experienced a qualifying event between January 1, 2022, through December 31, 2022 will be eligible to use Paid Parental Leave between January 1, 2023 through December 31, 2023.

Please signify your concurrence by signing below.

Respectfully,

Anthony M. Siriano
Director, Labor Relations

I CONCUR:

Richard Reilly
National Representative, BRC

JAN 1, 2023.
DATE