

**MEMORANDUM OF AGREEMENT**  
**between**  
**NORFOLK & PORTSMOUTH BELTLINE RAILROAD**  
**And**  
**BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES**

**Whereas**, the April 1, 2022 Memorandum of Agreement is modified that the NPBL CDL differential will increase from \$0.40 to \$1.00.

**Whereas**, Article VII of the October 30, 1978 National Agreement is hereby amended to apply as follows:

Bereavement leave not in excess of three calendar days, following the date of death will be allowed in case of death of an employee's brother, sister, parent, child, spouse or spouse's parent, grandparent, grandchild, domestic partner, half-sibling, step-sibling, step-parent or step-child. In such cases a minimum basic day's pay at the rate of the last service rendered will be allowed for the number of working days lost during bereavement leave. Employees involved will make provision for taking leave with their supervising officials in the usual manner. Any restrictions against blanking jobs or realigning forces will not be applicable when an employee is absent under this provision.

**Whereas**, Memorandum of Agreement is modified so that newly hired employees will be provided paid sick leave in the calendar year in which they first perform service as follows: Employees who first perform service prior to July 1st of a calendar year will be provided two (2) paid sick days for use in the calendar year. Employees who first perform service on or after July 1st of a calendar year will be provided one (1) paid sick day for use in the calendar year.

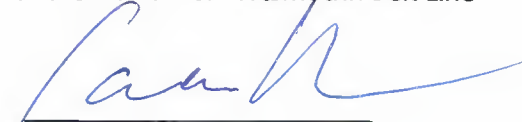
**Whereas**, the Probationary Periods provided in Rule 4(a) of the April 1, 1975 NPBL Agreement and Article XI, Section 1 of the October 30, 1978 National Agreement are increased from sixty (60) days to ninety (90) calendar days.

This agreement is signed November 25, 2024

For the Organization:

  
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J. B. Long  
General Chairman

For the Norfolk & Portsmouth Belt Line

  
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R. C. Moss  
President & GM

Approved

  
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Vice President, BMWED