

**COLLECTIVE BARGAINING
AGREEMENT**

Between

**GREAT WESTERN RAILWAY OF COLORADO, LLC
("GWR")**

And

**ITS ENGINE AND TRAIN SERVICE EMPLOYEES REPRESENTED BY
BROTHERHOOD OF LOCOMOTIVE
ENGINEERS & TRAINMEN
("BLET")**

Effective February 16, 2019

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PREAMBLE

The following Agreement between the Great Western Railway of Colorado, L.L.C, ("GWR") and the Brotherhood of Locomotive Engineers and Trainmen (BLET) recognizes the unusual principles and conditions existing within the short line railroad industry that are not applicable to the major trunk line railroads.

GWR, BLET and the employees further recognize that they have a common and sympathetic interest in the railroad industry. Therefore, a working system of harmonious relationships is necessary to maintain a rapport among GWR, BLET and the employees and with the customers and public. Continued peace and harmonious relationships will benefit all concerned and the parties further agree that they will use rational, common sense methods to settle any differences between them.

ARTICLE 1 REPRESENTATION AND DEFINITIONS

Section 1.1 GWR recognizes that the BLET represents the engine and train service employees on GWR. Further, GWR, BLET, and the employees recognize their respective rights and responsibilities under the Railway Labor Act, as amended. In addition, it is recognized that the General Committee of Adjustment (GCA) is the bargaining representative and encompasses the GCA, the Local Chairman and anyone designated by the General Chairman. This Agreement is non-referable to other negotiations on other properties and is not precedent for any other agreement. GWR and the BLET shall apply the provisions of this Agreement without discrimination based on union membership, race, color, creed, religion, national origin, age, sex or disability.

Section 1.2 Definitions

1.2.1 The term "employee" means all engine and train service employees represented by the BLET.

1.2.2 The term "emergency" means an event that disrupts the normal flow of business on GWR including but not limited to Acts of God, acts of force majeure, train accidents, vandalism, lack of locomotives, lack of qualified personnel to operate trains, and customer needs or requirements.

Section 1.3 The use of such words as "he", "his" and "him" are not intended to restrict the application of this Agreement to a particular gender, but are used solely for the purpose of grammatical convenience.

ARTICLE 2
SCOPE

Section 2.1 Operating employees shall perform any and all services pursuant to the direction of GWR, including but not limited to steps required for the make up of trains or the movement of cars and trains over and through GWR trackage or trackage over which it is permitted to operate by virtue of trackage rights, operating rights or any other such arrangements with other rail carriers. The primary work of the operating employee is the operation of trains, locomotives, remote control devices used to operate locomotives and any other motive power used for the make up or movement of cars and trains. GWR may, however, use other personnel to move locomotives or trains for repairs, maintenance or testing provided such movements do not involve the movement of revenue traffic.

Section 2.2 It is further recognized that GWR may require operating employees from time to time to perform duties outside their primary duties such as fueling locomotives, changing brake shoes, and conducting repairs to locomotives and cars, coupling and uncoupling cars, inspecting cars and locomotives, throwing switches, locking and unlocking derails, opening and closing gates, coupling and uncoupling air hoses, relieving other employees, servicing and supplying locomotives, assisting in training new operating and engine service employees, receiving train orders and/or track warrants, performing air brake tests, daily inspections of engines, receiving, delivering and/or transmitting waybills, car placement information, bills of lading, switch lists and other data, assisting other employees to clear main line or perform other functions as may be necessary, and other duties as may be assigned.

Section 2.3 All GWR policies, practices, and procedures previously or subsequently issued by GWR that are not in conflict with this Agreement govern the employees covered by this Agreement.

Section 2.4. GWR management may perform work normally performed by an employee in the event of the unavailability of an employee, when GWR is unable to contact other qualified bargaining unit employees or in the event of work of an urgent or emergency nature. It is understood that it is not the intent of the GWR to use this latitude to reduce work, overtime or artificially restrict hiring.

ARTICLE 3
MANAGEMENT RIGHTS

GWR retains the sole and exclusive right to manage the affairs of the business and to direct its work force, subject to the provisions of this Agreement. Such functions of management include, but are not limited to, the right to hire, enforce rules of safety, promote, discharge or discipline (including layoff and recall of employees), and maintain efficiency of employees. GWR has the right to alter, rearrange or change, extend, limit or curtail its operations or any part of it, to decide the number of employees that it assigns to work on any job or shift, the equipment employed in the performance of such work, as well as to determine and set performance levels. The parties recognize the GWR currently has assigned two (2) man crews to work on the majority of trains. However, this recognition does not restrict the GWR in any manner from

assigning additional crew members or fewer crew members to work on any trains as the GWR deems necessary.

ARTICLE 4
PROBATIONARY PERIOD

GWR shall employ persons hired after the effective date of this Agreement on a probationary basis for a period of one hundred eighty (180) calendar days. During the probationary period, GWR may dismiss the Employee for any non-discriminatory reason and neither the employee nor the BLET shall have any right to grieve or otherwise challenge the dismissal. Falsification by an individual of his application is reason for dismissal of the employee whenever GWR discovers such falsification.

ARTICLE 5
SENIORITY, BIDDING AND ASSIGNING OF POSITIONS

Section 5.1 The seniority of conductors covered by this agreement shall be the date they first perform compensated service on the GWR. If two (2) or more employees are hired on the same date and perform compensated service on the same date they will be ranked on the seniority roster as determined by lottery. The seniority of engineers covered by this agreement will be from the date of promotion on the GWR. If two or more employees are promoted as engineers on the same date their ranking on the engineer's seniority roster will be in the same relative order as conductors. Employees that are in training to become locomotive engineers will be placed on the seniority roster when promoted ahead of any employee that is hired as an engineer during the training period.

Section 5.2 GWR will prepare two seniority rosters as of January 1st of each year. One will be one seniority list for qualified engineers and another for qualified conductors. GWR will post the seniority lists in a convenient place on bulletin boards where employees go on/off duty. GWR will provide a copy of the rosters to the BLET. In the event a roster contains any error(s), the BLET must file any appeal to the order of seniority shown or any other material errors noted on the seniority roster within thirty (30) calendar days of the date of the posting of the seniority roster. Attached as Appendix "C" to this agreement is a copy of the agreed upon seniority roster as of the ratification date of this agreement.

Section 5.3 An employee who GWR promotes or reassigns outside of engine and train service, after the effective date of this Agreement, will retain and continue to accumulate seniority in the BLET provided, they continue to satisfy the Union Shop requirements in order to accumulate seniority. Employees that elect not to satisfy the Union Shop requirements will have their seniority date frozen. Any such employee who voluntarily or involuntarily leaves the promoted or reassigned position must return to engine and train service within ten (10) days or forfeit all seniority rights.

Section 5.4 GWR is not obligated to reinstate an employee who leaves the service of GWR of his own accord and he forfeits all seniority rights.

Section 5.5 New assignments will be bulletined for a period of seven (7) days with bulletins posted at points where employees go on/off duty. Employees desiring such assignments will indicate their preference therefore on the prescribed form within the seven (7) day period. At the close of the bulletin period the BLET Local Chairman will assign the senior qualified employee making application for the position.

Section 5.6 GWR will permit qualified engineers to bid positions as conductors according to their standing on the conductor's seniority roster and, if the senior applicant, GWR will assign him to the position provided all engineer positions are filled with qualified engineers. In the event an engineer position is vacant and no engineer bids the position, GWR will assign the junior engineer working as conductor to the position.

Section 5.7 The General Manager or his designee and the Local Chairmen will determine job assignments on "Sadie Hawkins Days". For 2019 and for each succeeding year, the Sadie Hawkins Day periods will be:

<u>Bids open</u>	<u>Bids close</u>	<u>Bids effective</u>
December 15 th	December 26 th	January 1 st
April 15 th	April 25 th	May 1 st
August 15 th	August 25 th	September 1 st

During the Sadie Hawkins Day bidding periods identified above GWR Engineers and Conductors will bid for their assignment of choice that their seniority will allow them to hold. Such bids will show the Engineers and Conductors bids in order of preference. If an employee does not submit a bid for an assignment, he or she will be assigned to a remaining assignment after all other assignments have been filled.

Section 5.8 GWR may assign the position of Utility Man which is a qualified conductor, single person assignment and may be assigned to work anywhere GWR operates at the discretion of management. At the direction of the supervisor in charge the utility man will attach himself to certain trains and crews, make cuts, line switches, and do other miscellaneous duties to help with the movement of trains going in and out of facilities or any other duties as described in Article 2 of this Agreement. It is not intended to have a Utility Man replace a regularly assigned conductor on a crew unless the regularly assigned conductor leaves his assignment, in which case the Utility Man can move into the conductor's vacated position. A Utility Man may be attached to more than one crew during a tour of duty but not to more than one crew at any given time.

ARTICLE 6 GUARANTEED EXTRA BOARD

Section 6.1 An extra board(s) may be established at the discretion of the GWR. An extra board may be discontinued at any time by the GWR.

Section 6.2 The extra board will be considered an assigned position. Positions on the extra board will be bulletined and filled by seniority choice. If an assignment for the extra board goes no bid the GWR may force employee(s) to the extra board in reverse order of seniority.

Section 6.3 Employees assigned to the extra board must be available for service seven (7) days per week. The GWR will pay each employee assigned to the extra board a salary as set forth in Appendix A of the CBA. The salary will be based upon the highest level of qualification attained by the employee. Employees that work six (6) days during the work week will be allowed pay at the sixth day rate for work on the 6th day as specified in Appendix A of the CBA.

Section 6.4 The extra board shall be a combination engineer/conductor rotary board with employees being called in rotation, first-in/first-out depending on qualification for the assignment called. An employee in the first-out position on the extra board who is not qualified for a position called may be runaround by the next available employee assigned to the extra board who is qualified for the position. If a certified engineer is not available on the extra board and the vacancy to be filled is for the engineer's position, and the conductor on the job is a certified engineer, GWR may move that conductor over to fill the engineer's position and then call the next available employee from the extra board to fill the conductor's position. If the conductor working on the job on which the engineer's vacancy exists is not a certified engineer, and the extra board is exhausted of available engineer's, GWR may use the junior engineer to fill the vacancy.

- 6.4.1 Employees will be required to provide the GWR with a telephone number or numbers where the employee can be contacted. Employees will be called as near as practicable no less than two (2) hours prior to the on duty time of the assignment. An extra board employee who is called and is unavailable will be left a voicemail message and allowed 15 minutes to return the call before they will be considered to have missed a call. If the GWR is required to call an employee less than two (2) hours prior to the regularly scheduled start time of an assignment because another employee has laid off within this time frame the fifteen (15) minute allowance for unavailability will not be made. An employee that is given less than a two (2) hour call will not be held accountable for a miss call if he or she contacts the GWR within fifteen (15) minutes of the call and he or she will not lose their position on the extra board.
- 6.4.2 Extra board employees who tie up at the same time will be marked up in the order called for the service just ended.
- 6.4.3 When an extra board employee misses a call or marks off he or she will not be allowed to mark up for a period of at least eight (8) hours. The GWR may however, call the employee before the expiration of the eight (8) hours and see if he or she is available for service, providing the extra board is exhausted. There will be no penalty if the GWR needs to use an employee before the expiration of the eight (8) hours. Employees marking up after having been off for any reason will be marked to the bottom of the board.
- 6.4.4 An employee who lays off will have his or her salary reduced by the equivalent daily rate of the applicable annual salary divided by 260.

- 6.4.5 Qualified employees that are rested and available will be called from the nearest protecting extra board to fill vacancies. When the extra board is exhausted at a terminal location where a vacancy exists the nearest extra board, if any, with available, qualified crew members will be used to fill the vacancy. Extra board employees that are required to protect service at an outlying point will be provided an allowance for mileage at the prevailing IRS rate for using their own personal vehicle. At the discretion of the GWR employees may be provided a vehicle to drive to an outlying point, they may be transported by the GWR or they may be allowed to drive their own vehicle.

ARTICLE 7 REDUCTION IN FORCE

Section 7.1 If GWR reduces the workforce, it will demote or furlough employees in reverse order of seniority.

Section 7.2 All employees must keep GWR informed of their current address and contact information.

Section 7.3 When GWR restores or recalls the workforce, it will restore or recall employees to service in seniority order. Employees will retain their original seniority date and standing, provided they contact the GWR within five (5) days from the date of the recall letter and provided they physically report to service within fourteen (14) days from the date of the recall letter. Failure of an employee to report to service within the fourteen (14) day period will result in a forfeiture of seniority. Employees will be notified of recall by certified mail and GWR will provide the BLET with copies of the recall letters upon request.

ARTICLE 8 VACANCIES

Section 8.1 GWR may abolish a position if it deems the position no longer necessary or redundant.

Section 8.2 Permanent vacancies are defined as newly established positions or positions vacated due to exercise of seniority, retirement, death, dismissal, resignation or reassignment that GWR has not abolished and that it expects to remain open for one year.

Section 8.3 Temporary vacancies are those due to illness, injury, single day PTO vacancies and all others except those referred to in Section 8.2 above. Such vacancies will be filled as specified below:

8.3.1 Temporary vacancies on engineer assignments will be filled first by the senior qualified member of the crew.

8.3.2 From the Guaranteed Extra Board.

8.3.3 By the senior employee who has notified GWR of his desire to be used for extra work who is on his rest day(s).

8.3.4 If the Guaranteed Extra Board is exhausted of available employees and no one volunteers to do the work, GWR may force the rested and available junior qualified employee to the assignment.

Section 8.4 Temporary PTO vacancies will not be bulletined by the Company but will be filled by application as provided below:

8.4.1 Known vacancies of seven (7) or more days will be assigned to the senior employee making application thereto. Application for a temporary PTO vacancy may be submitted up to 48-hours in advance of the start time of the vacancy. Assignment shall be effective on the first day of the vacancy. An employee who is granted a temporary vacancy must occupy the vacancy for its duration and observe the rest day(s) assigned to the position. Any employee that cannot work the entire PTO vacancy due to Hours of Service restrictions for rest or the creation of added rest days due to rest requirements under the Hours of Service Law will not be allowed to make application for the temporary PTO vacancy.

8.4.2 Any resultant vacancy from a regularly assigned employee occupying a temporary PTO vacancy shall be protected as outlined in Section 8.3 above.

8.4.3 Temporary PTO vacancies not filled by application shall be protected as outlined in Section 8.3 above

Note: Regularly assigned employees that are forced to work a temporary vacancy will not be penalized if such temporary work will cause them to be unavailable for their regular assignment.

ARTICLE 9 WAGES

Section 9.1 GWR will pay each employee a salary on a semi monthly basis as set forth in Appendix "A".

Section 9.2 GWR will pay all regular employees covered by this Agreement on the 15th and the last day of the month through electronic deposit. Base wages will be paid current. Pay for extra days worked will be paid one pay period in arrears. Pay shortages will be paid promptly upon notification. GWR will provide each employee with an itemized statement of gross earnings and an itemized statement of all deductions made for any purpose.

ARTICLE 10
QUALIFICATION, CERTIFICATION, AND TRAINING

Section 10.1 All employees must qualify on GWR operating rules and GWR has the right to qualify or place restrictions on employees. A restriction that is placed for disciplinary reasons (i.e., as a result of an incident involving an alleged rule violation) may only be imposed after fulfillment of the requirements of Article 12 ("Hearings and Discipline").

Section 10.2 GWR shall conduct periodic training programs designed to enable the employees to become certified for the engineer and conductor positions. Scheduling for training and rules exams will be determined by the GWR on an annual basis. Employees who have established a seniority date as a conductor after May 1, 2014 shall be required to accept promotion to engine service in seniority order. GWR will take into consideration a conductor's work history and safety record and may exclude a conductor from a training class to become a locomotive engineer based on the company's review of the employee's record. This exclusion is only if the record contains one (1) or more serious disciplinary infractions within a span of the preceding twelve (12) months from time of review. Any conductor excluded from a locomotive engineer training class because of his or her record will be reevaluated at the time of the next training class. If a dispute arises regarding the exclusion of a conductor from a training class the General Manager and the General Chairman will have a conference to discuss the issue.

Section 10.3 Employees will be compensated at the straight time rate of pay for taking a rules exam. An employee that fails a rules exam must retake the exam within seven (7) calendar days. An employee that fails the exam on a second attempt will be removed from service and must retake the exam within thirty (30) calendar days. An employee must have a score of eighty-five percent (85%) or higher to pass the conductor's exam. Employees will not be compensated for taking the exam a third time. Any employee that fails the exam following the third attempt will forfeit seniority and will be removed from the seniority roster.

Section 10.4 Conductors will be compensated at the straight time rate of pay as a conductor for training to become a locomotive engineer. Conductors in training that do not successfully pass the exam to become a certified locomotive engineer will be allowed an opportunity to retake the exam within seven (7) calendar days. An employee that fails the exam on a second attempt will be removed from service and must retake the exam within thirty (30) calendar days. An employee must have a score of ninety percent (90%) or higher to pass the engineer's exam. Employees will not be compensated for taking the exam a third time. Any employee that fails the exam following the third attempt will forfeit seniority and will be removed from the seniority roster.

Section 10.5 An engine service trainee, who after starting the training program is unable to continue the training due to illness which has been verified by a physician or approved leave of absence will not be regarded as having failed provided that upon return the candidate immediately reenters the training program.

Section 10.6 Locomotive engineers and conductors will be compensated at the straight time rate of pay for taking a recertification exam. An employee that fails the recertification exam must retake the exam within seven (7) calendar days. An employee that fails the exam on a second attempt will be removed from service and must retake the exam within thirty (30) calendar days. An employee must have a score of ninety percent (90%) if they are a locomotive engineer or eighty-five (85) percent if they are a conductor to pass the engineer's or conductor's exam. Employees will not be compensated for taking the exam a third time. Any employee that fails the exam following the third attempt will forfeit seniority and will be removed from the seniority roster.

ARTICLE 11 LEAVE OF ABSENCE

After an employee has exhausted all compensated leave an employee may request an unpaid leave of absence for up to fourteen (14) calendar days and GWR may, in its sole discretion, grant or deny that request. If an employee wants to request an unpaid leave of absence for fifteen (15) to ninety (90) calendar days, he must request the unpaid leave in writing and GWR will, in its sole discretion, grant or deny the request in writing to the employee. An employee who absents himself for more than fourteen (14) calendar days without an approved leave of absence in writing, unless he can demonstrate he was physically incapable of securing a leave of absence, will forfeit his seniority. If the employee wishes to have a leave of absence for a period of time beyond ninety (90) days, he must request that leave from GWR which will not grant the request except by mutual agreement of GWR and BLET or as required by law. An employee granted an unpaid leave for fifteen (15) calendar days or more shall sign a copy of the written authorization for GWR's records. Any employee on an unpaid leave of absence from GWR may not work for another employer, except on another OmniTRAX, Inc. managed railroad unless so approved by GWR and BLET. Leave under the Family Medical Leave Act (FMLA) will be handled pursuant to laws and regulations applicable to FMLA. The provisions cited above do not apply to a Union Leave of Absence.

ARTICLE 12 GRIEVANCE AND ARBITRATION PROCEDURE

Section 12.1 If the Employee feels he is aggrieved, he, or his representative, must submit a written, detailed grievance within five (5) calendar days from the date of the alleged grievance to the General Manager of GWR. The General Manager must respond to the employee or his representative in writing within ten (10) days of the date of receipt of the grievance, either allowing or denying the grievance.

Section 12.2 If the Employee is not satisfied with the General Manager's decision, the General Chairman must appeal the decision in writing to the Company's Highest Designated Officer (HDO) within thirty (30) calendar days of the date of the highest officer's decision. The HDO shall hear and decide the appeal within thirty (30) calendar days of the date of receipt of the appeal. The decision reached is final and binding unless, within thirty (30) calendar days, the General Chairman of the BLET notifies the Company's Highest Designated Officer (HDO) that he desires a conference on the matter. The parties will hold such a conference within thirty

(30) calendar days of the date of the General Chairman's request for the conference unless the parties mutually agree to extend the time period. Within thirty (30) calendar days of the date of the conference, the HDO must issue a final written decision to the General Chairman. Failure to issue a final decision within that time period will result in the appeal being sustained in its entirety.

Section 12.3 If GWR and the BLET fail to settle the grievance, they shall handle the matter in accordance with the Railway Labor Act, as amended. All claims or grievances involved in a decision of the highest officer shall be barred unless within six (6) months from the date of said officer's decision proceedings are instituted by the employee or his duly authorized representative before a tribunal having jurisdiction pursuant to law or agreement of the claim or grievance involved. It is understood, however, that the parties may by agreement in any particular case extend the six months' period herein referred to.

Section 12.4 Any party who fails to comply with any of the time limitations outlined above has abandoned all rights and the decision given by the other party at the last applicable step is final and binding. The parties may agree in writing to waive any of the time limitations outlined above.

Section 12.5 Each party will supply the other with the names of all officers or persons who shall function in its behalf in the grievance procedure.

ARTICLE 13 HEARINGS AND DISCIPLINE

Section 13.1 The parties recognize that it is in their mutual interest to have uniform procedures to ensure fair and impartial investigations when the discipline may result in a suspension or termination unless waived by the employee. GWR may hold an employee out of service pending an investigation if the alleged infraction is serious or severe.

Section 13.2 Employees charged with violations will be notified in writing via U.S. mail or hand delivered. The notice of hearing will contain information sufficient to apprise the employee of the act or occurrence to be investigated. It will also include the time and location of the investigation. Investigations will be held promptly, but in any event not later than thirty (30) days from the time the appropriate supervisory officer of the GWR first gained knowledge of the incident(s). Employees so charged will be given sufficient time to obtain representation, prepare a defense and request witnesses to testify on their behalf at the investigation. The investigation will be held within fifteen (15) calendar days of the date of notification unless postponed for cause by either party. Postponements of investigations will not be unreasonably requested or denied. At the investigation the charged employee or his representative will be permitted to be present for the entire proceeding, to hear all testimony, and to question all witnesses.

Section 13.3 A decision will be rendered within fifteen (15) calendar days following the completion of the investigation. The employee will be notified of the decision via U.S. mail or hand delivery. The postmark will be used to determine compliance with this 15-day time limit if

mailed. Failure of GWR to issue notice of discipline within this fifteen (15) calendar day requirement will negate its right to assess discipline for the relevant matter.

Section 13.4 In the event discipline is assessed, a complete and accurate transcript of the investigation will be provided to the employee and his representative with GWR's decision. The employee or his representative has the right to appeal the decision provided such appeal is filed with the officer of GWR designated to handle appeals within thirty (30) calendar days of the date of the decision. If an appeal is not filed within this time period, the matter is barred from further action or appeal by the BLET unless the parties mutually agree otherwise.

Section 13.5 GWR's designated officer must issue a written decision on the employee's appeal within thirty (30) calendar days of the date of receipt of the employee's appeal. If GWR fails to issue such decision within this thirty (30) calendar day period, the appeal will be sustained in its entirety.

Section 13.6 The decision reached pursuant to Article 13.5 is final and binding unless, within thirty (30) calendar days, the General Chairman of the BLET notifies the Company's Highest Designated Officer (HDO) that he desires a conference on the matter. The parties will hold such a conference within thirty (30) calendar days of the date of the General Chairman's request for the conference unless the parties mutually agree to extend the time period. Within thirty (30) calendar days of the date of the conference, the HDO must issue a final written decision to the General Chairman. Failure to issue a final decision within that time period will result in the appeal being sustained in its entirety.

Section 13.7 If GWR and the BLET fail to settle the grievance, they shall handle the matter in accordance with the Railway Labor Act, as amended. All claims or grievances involved in a decision of the highest officer shall be barred unless within six (6) months from the date of said officer's decision proceedings are instituted by the employee or his duly authorized representative before a tribunal having jurisdiction pursuant to law or agreement of the claim or grievance involved. It is understood, however, that the parties may by agreement in any particular case extend the six months' period herein referred to.

Section 13.8 If the matter is submitted for arbitration under this Article, parties agree that the arbitrator shall consider only the dispute or question presented to him in the notice. Further, any decision rendered by the arbitrator is limited to the dispute or questions contained in the request for arbitration. The decision shall not add to, subtract from, modify, rescind or disregard any provision of this Agreement. The arbitrator's decision is final and binding.

Section 13.9 An employee notified to attend an investigation and found to be not guilty, will be paid for all time lost. The hearing will be held at the general offices of GWR.

Section 13.10 If GWR calls an employee to attend an investigation as a carrier witness on their off duty time it will pay him for all time from the time required to report until the time of final release by the investigation officer.

Section 13.11 GWR may offer a charged employee the right to waive the investigation and

accept responsibility for the charges. Such a waiver will be in writing, signed by the carrier officer and the employee, witnessed by the local chairman, and contain the specific amount of discipline that will be assessed as a result of the employee waiving his/her rights to an investigation. Offers of waivers that are rejected by the employee will not be referred to by either party in any other forum.

Section 13.12 If, as a result of handling a matter at any stage of this Article, the employee is exonerated, he will be reinstated, if out of service, paid for all time off if any, and will have the relative notation removed from his personal record. The BLET will also not use any such removed notation for any purpose.

Section 13.13 All time limitations set forth in this Article may be extended by mutual agreement of the parties.

ARTICLE 14
HOLIDAYS

Section 14.1 GWR recognizes the following days as paid holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas Day.

Section 14.2 GWR will pay each employee who qualifies for a holiday the straight time rate of pay specified in Appendix A for working a sixth (6th) day of work, except that the employee will not have to work five (5) consecutive days before the holiday to receive the sixth day's pay. To be eligible for holiday pay, an employee must have worked or have been available for work on his last regularly assigned workday before the holiday and his first normally assigned work day following the holiday. If scheduled to work the holiday, employees must protect their assignments in order to be eligible for holiday pay. Employees who are on a compensated absence such as PTO or bereavement leave when the holiday occurs are considered to have met this requirement.

ARTICLE 15
PAID TIME OFF

Section 15.1 Employees who qualify will receive paid time off ("PTO") on the following schedule according to their service on the GWR:

After one (1) year of service.....Twelve (12) days
After two (2) years of continuous service Eighteen (18) days
After four (4) years of continuous service Twenty-four (24) days

Paid time off cannot be accumulated from one year to another.

Section 15.2 To be counted as a year of service an employee must have one hundred forty (140) starts in the calendar year. For extra board employees days of availability shall count as starts. An employee who has completed the minimum number of starts to qualify for PTO will

receive the equivalent of the hourly straight time rate of pay times eight (8) hours for each PTO day. Employees may request a buy-back of up to a maximum of five accumulated days that remain at the end of the year. The company will buy back PTO days at the employee's existing rate of pay for the employee's assignment.

Section 15.3 Employees will be required to submit their PTO requests before December 1st of each calendar year. Those who do not submit a PTO request by December 1st may have their PTO assigned to them. The designated representative of the GWR and the Local Representative of the BLET will work together in developing and assigning the PTO schedule. Those employees with the greater amount of seniority will have priority if GWR receives duplicate requests for the same PTO times. Employees should include at least three (3) choices when submitting requests for weekly increments of PTO in case of duplicate requests. PTO may be taken from January 1st to December 31st and will commence and end as outlined below:

- 15.3.1 For regular assigned employees PTO will commence at 12:01 a.m. of the first day following the assigned days off the assignment to which the employee is currently working and will end at 11:59 p.m. of the day preceding the first day on which the assignment is scheduled to work that the employee was on preceding PTO.
- 15.3.2 For extra board employees, if unassigned, PTO shall commence at 12:01 a.m. on Monday and shall end at 11:59 p.m. on Sunday.
- 15.3.3 Regular assigned employees are expected to report the first day of their assignment following the end of their PTO period. Extra board employees are expected to protect the extra board at 12:01 a.m. of the Monday immediately following the end of their PTO period.

Section 15.4 It is the intent of the parties that the employee will normally take PTO in increments of one (1) week or more except that the employee may not take more than two (2) weeks at a time without the written approval of the General Manager of GWR. Employees may take up to one week of PTO in single day increments on a first-come, first-serve basis. Employees may request a single day of PTO with a minimum forty-eight hours' advance notice to the designated officer of the GWR. Such request will be in writing and on the form supplied by the GWR. The GWR may grant or deny such PTO request based upon its requirements of service. Employees that desire to take up to one week of PTO in single day increments will designate a specified week in the PTO schedule that they want to use in single day increments. This designation must occur when the PTO schedule is bid prior to December 1st. Employees that do not elect to designate a week for single day increments may not take single days during that PTO year. When a single day is taken it will be removed from that week. If not all PTO days have been taken when the designated week arrives any remaining single days will be required to be taken during that week. The employee will discuss the scheduling of the time off for these remaining days with his designated supervisor. The scheduling of this remaining PTO time will be at a time during the week that allows the GWR to meet its requirements of service.

Section 15.5 GWR reserves the right to grant or deny PTO requests based upon its service or operational needs. If there is a need of an employee to change his PTO schedule based upon

personal circumstances he can submit his request to the designated officer of the GWR who will take it under consideration.

Section 15.6 GWR will pay an employee his accrued but unused PTO upon the termination of the employee's employment with GWR.

ARTICLE 16 BEREAVEMENT LEAVE

Section 16.1 Bereavement leave allows an employee time off when a death occurs in the immediate family. GWR will give an employee a leave of up to three (3) days, calculated at the employee's equivalent of hourly rate of pay.

Section 16.2 The definition of an employee's immediate family is the employee's spouse, child, parent, parent-in-law, step-parent, step-child, and employee's brother or sister.

Section 16.3 The days of leave for which GWR shall pay the employee is limited to those days on which the employee is regularly scheduled to work and is unable to work because he is arranging for, traveling to and from or attending the funeral. GWR will not grant pay to employees for this purpose who are already on vacation, leave of absence, lay off or paid holiday.

ARTICLE 17 JURY DUTY

Section 17.1 GWR will pay employees who serve jury duty the difference between the amount paid by the court for such service and the amount of their regular earnings at their equivalent hourly rate of pay that they would have otherwise earned for a period of a maximum of thirty (30) days a year. GWR will not grant any jury duty pay to the employee if the employee is on leave of absence, lay off, vacation or holiday. GWR will not consider hours paid under this provision as time worked when it computes overtime.

Section 17.2 If an employee is subpoenaed by some other party or required by the GWR to attend any court proceeding, coroner's inquest or deposition to provide testimony in connection with actions arising out of his employment or to assist the GWR in connection with such proceedings, inquest or deposition, the GWR will reimburse him for reasonable expenses incurred in connection with his attendance, provided that if the employee is under criminal investigation or is a party to a civil suit, the GWR shall not be obligated to reimburse the employee unless the General Manager of the GWR and the BLET mutually agree.

ARTICLE 18 GROUP HEALTH BENEFIT PLANS

Section 18.1 The GWR and the BLET hereby agree to seek coverage under The Railroad Employees National Health & Welfare Plan, the Railroad Employees National Early Retirement

21.2.4 If an employee has been medically disqualified pursuant to this Article it is understood that this Article does not limit the employee's opportunity to challenge the medical department's finding if, in the future, the employee's condition has improved to the point that his or her doctor believes he or she can return to work.

ARTICLE 22
LIMITATIONS ON STRIKES

The BLET agrees that, during the term of this Agreement, it will not sanction, encourage or condone the participation by its members in any unauthorized strike, slowdown, stoppage (total or partial) of work covered by this Agreement, or interfere, directly or indirectly, by picketing or otherwise with the operation of GWR. GWR agrees that it will not engage in a lock-out of employees during the term of this Agreement.

ARTICLE 23
POSTING - BULLETIN BOARDS

Section 23.1 GWR will provide a copy of this Agreement to each covered employee.

Section 23.2 GWR will provide bulletin boards at locations where the crews report that the BLET may use for posting, restricted to notices of BLET business. Neither BLET nor the employees shall post other types of notices without the written permission of GWR.

ARTICLE 24
SEPARABILITY AND SAVINGS CLAUSE; PRECEDENCE

Section 24.1 If any article or section of this Agreement are held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement or the application of such article or section shall not be affected thereby. In such event, the parties shall, upon the request of the BLET, enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint.

Section 24.2 This Agreement shall in all respects supersede and take precedence over all other agreements and any proposals in pending notices by and between GWR and the BLET.

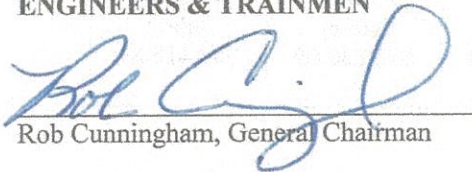
ARTICLE 25
MORATORIUM

The parties signatory to this Agreement agree that no notice to change this Agreement pursuant to Section 6 of the Railway Labor Act, as amended, will be served by either party more than four (4) months before the termination date of the Agreement.

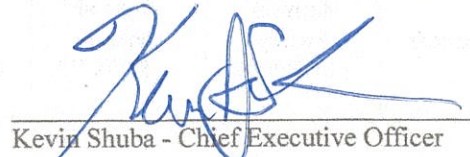
This Agreement will become effective on February 16, 2019 and shall remain in effect through February 15, 2024 and thereafter until changed or amended in accordance with the Railway Labor Act, as amended.

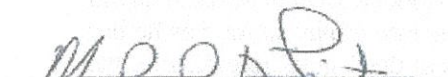
Signed this 30 day of December 2019.

**FOR THE
BROTHERHOOD OF LOCOMOTIVE
ENGINEERS & TRAINMEN**


Rob Cunningham, General Chairman

**FOR THE GREAT WESTERN
RAILWAY OF COLORADO, LLC**


Kevin Shuba - Chief Executive Officer


Michael Priester, Vice President

Appendix "A"
Salary Rates of Pay

Position	02/16/2019	02/16/2020	02/16/2021	02/16/2022	02/16/2023
	Starting Rate	2% Increase	2% Increase	2% Increase	2% Increase
Engineer	Annual Salary \$76,309.00	Annual Salary \$77,835.18	Annual Salary \$79,391.88	Annual Salary \$80,979.72	Annual Salary \$82,599.31
Conductor	Annual Salary \$74,289.00	Annual Salary \$75,774.78	Annual Salary \$77,290.28	Annual Salary \$78,836.09	Annual Salary \$80,412.81

Section 1.2 Overtime. GWR will pay an employee that works a sixth or seventh day in a work week the equivalent of the daily rate at the overtime rate of pay so long as he has been compensated the equivalent of five consecutive days at the regular rate prior to the sixth day of work. GWR will calculate the equivalent daily rate by dividing the annual salary of the employee by 260 and then multiply that rate by 1.5 to get the equivalent overtime rate.

Section 1.3 Entry Rate. GWR will pay a new hire employee ninety percent (90%) of the rate for the position to which assigned until such time as management determines the employee is fully qualified to independently work the position or following the expiration of the Probationary Period described in Article 4 of this Agreement, whichever occurs first. When deemed fully qualified or following the expiration of the Probationary Period the employee will be compensated at 100% of the rate of pay for the position to which assigned.

Appendix "B"
Union Shop Enforcement Document

The BLET General Chairman will notify the appropriate officer of the GWR in writing of any employee working under this Agreement ("employee") whose employment he requests be terminated because of the employee's failure to comply with union membership requirements. Upon receipt of such notice and request, the GWR will, as promptly as possible but within ten (10) calendar days of such receipt, notify the employee concerned in writing by registered or certified mail, return receipt requested, sent to his last known address, or sent by receipted personal delivery, that he is charged with failure to comply with the union membership requirements. A copy of the notice will be given to the General Chairman. Any employee so notified who disputes the charge that he has failed to comply with union membership requirements will, within ten (10) calendar days from the date of such notice, request the GWR in writing to accord him a hearing. Such a request will be honored by the GWR and a date set for the hearing as soon as possible, but within ten (10) calendar days of the date of the receipt of the request. A copy of the notice of such hearing will be given to the General Chairman. The receipt by the GWR of a request for a hearing will stay action on the request by the General Chairman for termination of the employee's employment until the hearing is held and the final decision is rendered. If the employee concerned fails to request a hearing as provided for herein, the GWR will proceed to terminate his employment at the end of thirty (30) calendar days from receipt of the request from the General Chairman, unless the GWR and the BLET agree otherwise in writing.

The GWR will determine on the basis of evidence produced at the hearing whether or not the employee has complied with the union membership requirements, and will render a decision accordingly. Such a decision will be rendered within ten (10) calendar days of the hearing date, and the employee and the General Chairman will be promptly notified. A transcript of the hearing will be furnished to the General Chairman. If the decision is that the employee has not complied with union membership requirements, his employment will be terminated within ten (10) calendar days of the date of the decision, unless the GWR and the BLET agree otherwise in writing. If the decision of the GWR is not satisfactory to the employee or to the BLET, it may be appealed in writing directly to the highest officer of the GWR designated to handle appeals. Such appeal must be received within ten (10) calendar days of the date of decision appealed from, and the decision on such an appeal will be rendered within twenty (20) calendar days of the date the appeal is received. The decision by the highest appeals officer of the GWR designated to handle appeals will be final and binding unless, within thirty (30) calendar days thereafter, the GWR is notified in writing that the decision is unsatisfactory, and in such event, the dispute may be submitted to a tribunal having jurisdiction within six months of the date of such decision. A representative of the BLET will have the right to be present at and participate in any hearing which involves the BLET.

The BLET shall indemnify and hold harmless the GWR against any and all claims, demands, suits or other forms of liability that arise out of or by reason of any action taken or not taken by the Carrier pursuant to this Article.

Appendix "C"
Seniority Roster

<u>Employee Name</u>	<u>Conductor Seniority</u>	<u>Engineer Seniority</u>
Minor, Sidney A.	07/02/1997	07/02/1997
Christian, James R.	05/01/2002	05/01/2002
Sell, Levi E.	02/19/2007	02/19/2007
Rush, Nicholas W.	07/29/2008	07/29/2008
Dunkelberger, Michael L.	09/28/2009	09/28/2009
Schmidt, Kevin S.	08/01/2012	
Shuba, Christopher D.	08/20/2014	
Priestly, Aaron	08/08/2016	11/07/2016
McGlothlen, Sean	04/21/2017	08/16/2018
Fletcher, Adrian	01/26/2018	
Werthmann, Nicholas	06/01/2018	
Johnson, Jacob	08/13/2018	
Crooks, Brent	09/05/2018	
Duty, Austin	09/07/2018	