

Brant W. Hanquist  
Director Labor Relations



December 2, 2008

File 220-68

Mr. J. H. Doucet  
General Chairman BRS  
325 Cross Creel Drive  
Bossier City, LA 71111

Subject: Displacements

Dear Sir:

This is in reference to our conversation concerning displacements that may occur in December 2008. Specifically, you brought up two possible scenarios that concerned you and how employees are allowed to exercise seniority pursuant to Rule 68 of the agreement through the Christmas and New Year's Eve Holidays.

It was your concern that employees who have their positions abolished or were displaced from their positions while on vacation may not know they no longer had a position until after their vacations ended. I confirmed with you that the Carrier would not start counting their 10 day displacement period until after the last day they observed vacation.

You also questioned whether 10 days would provide ample opportunity to fully exercise a person's seniority given the fact many gangs are making up time for the holidays. You were concerned that a person might not have the opportunity to displace a certain position due to employees observing 10 or more continuous non-working days. I confirmed we would address these situations on a one by one basis but in general, it would be appropriate to allow an employee to displace as long as they displace at the first opportunity.

I have advised NPS to proceed accordingly for this holiday season unless you object otherwise.

Yours truly,

A handwritten signature in cursive script that reads "B. W. Hanquist".

B. W. Hanquist  
Director Labor Relations