

- H. To be eligible for holiday pay, employees must be on Company payroll at least thirty (30) days.
- I. It will not be necessary for employees to put in time sheets for holiday pay.
- J. Employees scheduled to work on holidays and failing to report without reasonable cause shall not receive pay for the holiday.
- K. Paid sick-leave days cannot be used for the purpose of creating eligibility for holiday pay under Section D hereof.

14. FREE TRANSPORTATION

- A. The Company agrees to furnish free transportation to the employee on all lines owned, leased or operated by the Company in the localities in which they are employed.
- B. Employees riding on free transportation shall not occupy seats to the exclusion of revenue passengers.
- C. The Company agrees to provide free transportation to retirees and their spouses.
- D. The Company agrees to provide one bus pass to one person designated by an active employee. Only the person designated by an employee may use the bus pass. The passes will be in effect for one (1) year (January 1-December 31) and each must be renewed by the user and the employee from year to year and such renewal shall be at no charge. In order for an employee to designate a different person as the recipient of a bus pass during the calendar year, any bus passes already issued by the Company on behalf of an employee must first be returned to the Company. Employees will not be held responsible for the misuse of bus passes provided to the persons designated pursuant to this paragraph. There will be a \$25.00 replacement fee for bus passes.

15. BEREAVEMENT

In the event of death occurring in an employee's family (i.e., mother, father, spouse, grandmother, grandfather, child, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandchild, same-sex committed partner or the child, parent or other relative of the committed partner), the employee shall be excused from work for a period of up to three (3) days. The three (3) days will be determined as three (3) working days within ten (10) days from the date of death. The amount of pay an employee will receive will be eight (8) hours per day at the straight-time rate for each of the three (3) days. If an employee is on vacation when a death occurs, bereavement will be added to the end of vacation. For the purposes of this article, "same sex committed partners" are those who are financially and emotionally interdependent in a manner commonly presumed of spouses.

16. JURY DUTY

Employees absent because of jury duty will be compensated for the difference between jury duty pay received for scheduled work days and the eight (8) hours straight-time pay for such scheduled workdays. Proof of such jury duty is to be made by presenting a jury duty affidavit to the Company official's office.

17. LEAVE OF ABSENCE

Employees will be permitted to take a leave of absence of no more than thirty (30) consecutive days in one calendar year providing that there is sufficient work force in the judgment of the Company. Extensions may be requested by letter or in person at least five (5) days prior to the expiration of this first leave of absence.

While on a leave of absence, an employee will not be called for work.

An employee may return from a leave of absence earlier than the requested time. (Operators shall work the extra list until the expiration of the original leave of absence.)

Employees off on a leave of absence shall not take any other employment without the consent of the Company and the Union.