RULE 97 - ENTRY RATES\textsuperscript{43}

(a) For the first 12 calendar months of employment employees will be paid 90% of the applicable rates of pay (including COLA).

(b) For the second 12 calendar months of employment employees will be paid 95% of the applicable rates of pay (including COLA).

(c) At the conclusion of the second period specified in (b) above, employees will be paid at 100% of the applicable rates of pay (including COLA).

(d) An employee will be credited with a "month of employment" if the employee retains seniority in that month.

(e) Employees who have had an employment relationship with Amtrak and are rehired will be paid at established rates after completion of a total of twenty-four (24) months of combined service.

(f) Service in a craft not represented by the BMWE shall not be considered in determining periods of employment under this rule.

(g) Employees who have had a previous employment relationship with a carrier in a craft represented by the BMWE and are subsequently hired by Amtrak will receive credit toward completion of the twenty-four (24) month period for any month in which compensated service was performed in such craft, provided that such compensated service last occurred within one year from the date of subsequent employment.

(h) Entry Rates will not be applied to Maintenance of Way Repairmen

RULE 98 - REPRINTING THE AGREEMENT\textsuperscript{44}

Amtrak shall print and distribute copies of the agreement, as amended, to all affected employees within ninety (90) days after the parties have agreed and approved the contents of the agreement.

RULE 99 - PERSONAL LEAVE\textsuperscript{45}

Section 1

A maximum of two days of personal leave will be provided on the following basis:

Employees who have met the qualifying vacation requirements during eight calendar years under vacation rules in effect on January 1, 1982, shall be entitled to one day of personal leave in subsequent calendar years.

\textsuperscript{43} Revised June 27, 1992
\textsuperscript{44} Revised December 9, 1997
\textsuperscript{45} December 11, 1981 National Agreement, adopted April 22, 1982