

FMLA (FAMILY & MEDICAL LEAVE ACT)

Eligible Norfolk Southern employees are entitled to up to 12 weeks per 12-month period of unpaid, job-protected leave for specified family and medical reasons.

ELIGIBILITY

- Employed by Norfolk Southern or an operating subsidiary
- Have worked for NS for a total of at least 12 months
- Have worked at least 1,250 hours over the previous 12 months
- Have a gualified reason for leave

REASONS FOR LEAVE INCLUDE

- Birth/adoption/foster care of an employee's child
- An employee's own serious health condition
- Care for immediate family member with a serious health condition
- Care for a covered service member or certain military-related exigencies

RESOURCES FOUND ON THE ERC

ERC > Employee Self Service > Medical Information > Family Medical Leave Act (FMLA)

- Contact information
- FMLA Fact Sheet
- Application directions

HOW TO REQUEST LEAVE

- Train and Engine and Network and Service Management Call KEPRO Hotline at 888-257-3407 or email Disability_wi@kepro.com
- All Other Agreement Employees

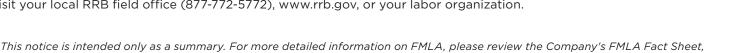
ERC > Employee Self Service > Medical Information > Family Medical Leave Act (FMLA) > MyLeave or visit www.MyLeave.itimebank.com

SUPPLEMENTAL COVERAGE

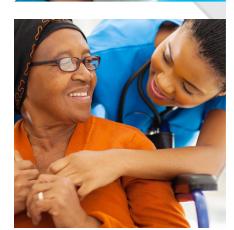
RRB SICKNESS OR INJURY BENEFIT

NS agreement employees may be eligible to receive benefits from the Railroad Retirement Board due to illness or injury.

Visit your local RRB field office (877-772-5772), www.rrb.gov, or your labor organization.



available on the ERC. Certain agreement employees may be eligible for sick leave or supplemental sickness benefits





in accordance with their collective bargaining agreement.