

# **FFCRA Emergency Paid Sick Leave Act, FFCRA Emergency Family and Medical Leave Expansion Act, and NYS COVID-19 Paid Sick Leave**

## **FREQUENTLY ASKED QUESTIONS**

This document is solely intended to provide general information about the Families First Coronavirus Response Act, Emergency Paid Sick Leave Act, the Emergency Family and Medical Leave Expansion Act, and the New York State COVID-19 Paid Sick Leave Law. Because corresponding procedures may differ across MTA Agencies, you should contact your MTA Agency's Human Resources department for specific answers to any specific questions you may have.

**1. What is the Families First Coronavirus Response Act and the New York State COVID-19 Paid Sick Leave law?**

The Families First Coronavirus Response Act (FFCRA), which includes the Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and Medical Leave Expansion Act (EFMLEA), and separately, the New York State COVID-19 Paid Sick Leave law (NYSCPSL) provide employees with paid leave for specified reasons related to COVID-19.

**2. What are the effective dates of the FFCRA and NYSCPSL?**

The FFCRA became effective on April 1, 2020, and applies to leave taken between April 1, 2020, and December 31, 2020. The NYSCPSL became effective March 18, 2020.

**3. Who is eligible for leave under EPSLA?**

All MTA employees are eligible to take up to two weeks of partially paid sick leave when unable to work or telework because they:

- a. are subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- b. have been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
- c. are experiencing COVID-19 symptoms and are seeking a medical diagnosis;
- d. are caring for an individual subject to an order described in (a) or self-quarantine as described in (b); or
- e. are caring for a child whose school has closed or whose child care provider is unavailable due to COVID-19.

**4. Who is eligible for leave under EFMLEA?**

All eligible MTA employees who have been **employed** for at least 30 days prior to their leave request may be entitled to take up to 12 weeks of partially paid leave when unable to work or telework because they are caring for a child whose school has closed or child care provider is unavailable due to COVID-19. Certain position titles may be classified as emergency responders or health care providers and are excluded from the EFMLEA.

**5. Who is an "emergency responder" and ineligible to receive EFMLEA leave?**

Employers may exclude emergency responders from Expanded Family and Medical Leave under the FFCRA. An emergency responder is anyone necessary for the provision of transport, care, healthcare, comfort and

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nutrition of patients, or others needed for the response to COVID-19. This includes but is not limited to military or national guard, law enforcement officers, correctional institution personnel, fire fighters, emergency medical services personnel, physicians, nurses, public health personnel, emergency medical technicians, paramedics, emergency management personnel, 911 operators, child welfare workers and service providers, public works personnel, and persons with skills or training in operating specialized equipment or other skills needed to provide aid in a declared emergency, as well as individuals who work for such facilities employing these individuals and whose work is necessary to maintain the operation of the facility. This also includes any individual whom the highest official of a State or territory determines is an emergency responder necessary for that State's response to COVID-19.

The federal Department of Labor (DOL) advises that the FFRCA should not detract from the work being done on the front lines to treat COVID-19 patients, prevent the spread of COVID-19, and simultaneously keep Americans safe and with access to essential services. Therefore, the DOL interprets "emergency responder" broadly. In reliance on the DOL, MTA is designating certain essential operational and other key essential personnel as emergency responders who will not be eligible for EFMLEA, see Appendix. At this time, these employees will still be eligible for EPLSA.

**6. Who is a "health care provider" who may be excluded by their employer from paid sick leave and/or expanded family and medical leave?**

Employers may exclude certain health care providers from Expanded Family and Medical Leave under the FFCRA. A health care provider is anyone employed at any doctor's office, hospital, health care center, clinic, post-secondary educational institution offering health care instruction, medical school, local health department or agency, nursing facility, retirement facility, nursing home, home health care provider, any facility that performs laboratory or medical testing, pharmacy, or any similar institution, Employer, or entity. This includes any permanent or temporary institution, facility, location, or site where medical services are provided that are like such institutions.

The federal DOL advises that the FFRCA should not detract from the work being done on the front lines to treat COVID-19 patients, prevent the spread of COVID-19, and simultaneously keep Americans safe and with access to essential services. Therefore, the DOL interprets "health care provider" broadly. In reliance on the DOL, MTA is designating certain essential operational and other key essential personnel as health care providers who will not be eligible for EFMLEA, see Appendix. At this time, these employees will still be eligible for EPLSA.

**7. Who is eligible for leave under NYSCPSL?**

All MTA employees are eligible to take up to two weeks of fully paid sick leave when unable to work or telework because they are subject to a Federal, State, or local quarantine or isolation order related to COVID-19.

**8. Am I required to use leave balances during EPLSA, EFMLEA or New York law?**

Under the EPLSA you are not required to use your leave balances. You may at your choosing substitute any accrued leave.

Under EMFLEA, during the first two weeks you are not required to use leave balances. You may at your choosing substitute any accrued leave. During weeks 3-12 of any EFMLEA leave, you will be required to

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follow your agency’s FMLA policies and if applicable, collective bargaining agreement, concerning use of leave balances during regular FMLA leave. During the times you use accrued leave, you will be paid at your full rate of pay.

Under New York law, you are not required to use to use your leave balances.

**9. If I am eligible, how much will I get paid for benefits under the EPSLA, EFMLEA and NYSCPSL?**

<b>Leave Type</b>	<b>Reason</b>	<b>Benefit</b>
Emergency Paid Sick Leave Act (EPSLA)	Employee is directed to quarantine (is subject to a Federal, State, or local quarantine or isolation order related to COVID-19).	Allows for up to 2 weeks of pay (up to 80 hours, or a part-time employee’s two-week equivalent) - daily limit of \$511, \$5,110 in total.
	Employee is advised to self-quarantine by a doctor (has been advised by a health care provider to self-quarantine related to COVID-19).	Allows for up to 2 weeks of pay (up to 80 hours, or a part-time employee’s two-week equivalent) - daily limit of \$511, \$5,110 in total.
	Employee is symptomatic and seeking medical attention (is experiencing COVID-19 symptoms and is seeking a medical diagnosis).	Allows for up to 2 weeks of pay (up to 80 hours, or a part-time employee’s two-week equivalent) - daily limit of \$511, \$5,110 in total.
	Employee is caring for an individual who is subject to a Federal, State, or local quarantine or isolation order related to COVID-19 or the individual has been advised by a health care provider to self-quarantine related to COVID-19.	Allows for up to 2 weeks of pay (up to 80 hours, or a part-time employee’s two-week equivalent) at 2/3 pay with daily max of \$200 per day, \$2,000 in total.
	Employee is caring for a child (which includes biological, adopted, or foster child, stepchild, a legal ward, or a child for whom you are standing in loco parentis) because of a school closing or a child care provider is unavailable. This only applies to minors in grades 12 and below or an employee caring for a child with a serious health condition who is 18 years of age or older and incapable of self-care because of a disability.	Allows for up to 2 weeks of pay (up to 80 hours, or a part-time employee’s two-week equivalent) at 2/3 pay with daily max of \$200 per day, \$2,000 in total.
Emergency Family & Medical Leave Expansion Act (EFMLEA)	Employee is caring for a child (which includes biological, adopted, or foster child, stepchild, a legal ward, or a child for whom you are standing in loco parentis) because of a school closing or a child care provider is unavailable. This only applies to minors in grades 12 or below or an employee caring for a child with a serious health condition who is 18 years of age or older and incapable of self-care because of a disability.	Allows any remaining balance of 12 weeks FMLA time. First 2 weeks are unpaid but any remaining time is paid at 2/3 pay with daily max of \$200, \$10,000 in total.
New York COVID-19 Paid Sick Leave	Employees subject to a mandatory or precautionary quarantine order issued by the state of New York, the Department of Health, local board of health, or any government entity duly authorized to issue such order. (Does not apply to employees able to telework).	Grants employees 14 calendar days of paid leave at full pay.

**10. May I take more than the two weeks of paid sick leave under the EPSLA if I have provided two qualifying reasons, such as a self-quarantine and caring for another individual subject to an official quarantine?**

No. You may only take up to a maximum of two weeks (ten days for a full-time employee, or for a part-time employee, the number of hours equal to the average number of hours that the employee works over a typical two-week period) of sick leave for any combination of qualifying reasons under the EPSLA.

**11. If I am home with my child because their school or place of care is closed, or childcare provider is unavailable due to COVID-19, do I get emergency paid sick leave, expanded family and medical leave, or both—how do they interact?**

The EPSLA and EFMLEA can be combined to provide up to twelve weeks of partially paid leave to care for your child whose school or place of care is closed, or childcare provider is unavailable, due to COVID-19 related reasons. During the initial two-week period, you may elect to (a) use any existing accrued leave to receive 100% pay or (b) receive 2/3 of your regular pay, up to \$200 per day. During weeks 3-12 of any EFMLEA leave, you will be required to follow your agency's FMLA policies and if applicable, collective bargaining agreement, concerning use of leave balances during regular FMLA leave. Any period not covered by accrued leave will be paid at 2/3 pay, up to \$200 per day. During the times you use accrued leave, you will be paid at your full rate of pay.

**12. Can I be denied paid sick leave under the EPSLA or EFMLEA because I was given paid leave for a similar qualifying reason prior to April 1, 2020?**

No. Any leave the MTA provided prior to April 1, 2020 does not impact your eligible leave under the FFCRA.

**13. Is all leave under the FMLA now paid leave?**

No. Only FMLA leave taken under the EFMLEA is paid. This only includes family and medical leave taken because the employee is unable to work or telework because their child's school or place of care is closed, or child care provider is unavailable, due to COVID-19 related reasons.

**14. Are the federal paid sick leave and expanded family and medical leave retroactive?**

No, leave taken before April 1, 2020 will not be covered or paid pursuant to the EPSLA or FMLEA and leave taken before March 18, 2020 will not be covered or paid pursuant to the NYSCPSL.

**15. Do I need to give my employer documents when applying for leave under the EPSLA, EFMLEA or NYSCPSL?**

Yes, you must provide documentation to support your leave, as described in the applicable application forms.

**16. May I take leave intermittently under the EPSLA, EFMLEA or NYSCPSL?**

No. Leave taken under these laws must be taken continuously, unless otherwise directed by your Agency.

**17. If I elect to take paid sick leave or expanded family and medical leave or New York quarantine leave, will my health care coverage continue?**

Yes.

**18. If I remain on leave beyond the maximum period of expanded family and medical leave, do I have a right to keep my health coverage?**

If you are enrolled in group health coverage, you are entitled to continue group health coverage during your expanded family and medical leave on the same terms as if you continued to work. You must continue to make any normal contributions to the cost of your health coverage.

If you do not return to work at the end of your expanded family and medical leave, you may be eligible to continue your health care coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA). COBRA allows you and your family to continue the same group health coverage by paying the full share cost of coverage plus a two percent administrative fee.

**19. Can I use my existing leave balances to supplement the FFCRA paid sick leave and expanded family and medical leave payment so that my salary is kept whole?**

No, your use of leave balances must be taken in full day increments. For example, if you are receiving 2/3 pay, you cannot use leave balances to cover the remaining 1/3 pay. See questions 8 and 11 above about when you may be required to use leave balances during weeks 3-12 of an EFMLEA leave.

**20. What if I am denied paid sick leave or EFMLEA benefits?**

If you are in a title that is not listed in the Appendix and are denied benefits, please contact your agency HR Representative listed in the memo from Paul Fama dated April 1, 2020 regarding new Federal and State COVID-19 Related leave laws. You may also contact your nearest state or federal Department of Labor office for assistance in answering your questions or to file a complaint.

**21. Do I have a right to return to work if I am taking leave under the FFCRA or NYSCPSL?**

Under the EPLSA and EFMLEA generally, yes. In most instances, you are entitled to be restored to the same or an equivalent position upon return from paid sick leave or expanded family and medical leave.

Under NYS law, yes, you are entitled to be restored to the position you held prior to taking leave.

Thus, the MTA is prohibited from firing, disciplining, or otherwise discriminating against you because you take leave under these statutes. Nor can your employer fire, discipline, or otherwise discriminate against you because you filed any type of complaint or proceeding relating to such leaves.

However, in all cases, you are not protected from employment actions, such as layoffs, that would have affected you regardless of whether you took leave. This means the MTA can lay you off for legitimate business reasons, such as the closure of your worksite or a reduction in force.

**22. Do I qualify for leave for a COVID-19 related reason even if I have already used some or all my annual allotment of 12 weeks under the Family and Medical Leave Act (FMLA)?**

If you are an eligible employee, you are entitled to paid sick leave under the EPLSA. This paid sick leave will not count against your annual allotment of FMLA leave. However, your eligibility for EFMLEA leave depends on how much leave you have already taken during the previous rolling 12-month period. You may take a combined total of 12 workweeks for FMLA and EFMLEA leave reasons during a rolling 12-month period. If you have taken some, but not all of 12 weeks of your leave under FMLA during the current rolling 12-month period, you may take the remaining portion of leave available for EFMLEA. If you have already taken 12 weeks of FMLA leave during this rolling 12-month period, you may not take additional leave under EFMLEA.

For example, assume you are eligible for preexisting FMLA leave and took two weeks of such leave in January 2020 to undergo and recover from a surgical procedure. You therefore have 10 weeks of FMLA leave remaining. Because expanded family and medical leave is a type of FMLA leave, you would be entitled to take up to 10 weeks of expanded family and medical leave, rather than 12 weeks. And any expanded family and medical leave you take would count against your entitlement to preexisting FMLA leave.

**23. If I take paid sick leave under the EPSLA or NYSCPSL, does that count against other types of paid sick leave to which I am entitled under State or Federal law, or MTA policy?**

No. Paid sick leave under the EPSLA or NYSCPSL is in addition to other leave provided under Federal or State law; an applicable collective bargaining agreement; or MTA policy.

**24. When if at all may I use paid sick leave and expanded family and medical leave together?**

Paid sick leave and EFMLEA may be used together only when you are on leave when to care for your child whose school or place of care is closed, or whose child care provider is unavailable, due to COVID-19 related reasons. However, you can take leave under the EPSLA for numerous other reasons.

**25. What if I independently decide to quarantine - can I take COVID-19 quarantine leave under either the EPSLA or the New York law?**

No, the New York law provides benefits in cases where an individual is under an order of quarantine – either mandatory or precautionary. Entities that may issue an “order” include the State of New York, New York State Department of Health, local Board of Health or any government entity authorized to issue such order. The MTA is not such an entity and cannot issue such orders. However, under the federal EPSLA, employees may be entitled to two weeks of paid sick leave if they are directed to self-quarantine by a Doctor, or if they are experiencing COVID 19 symptoms and are seeking a medical diagnosis.

**26. I’m able to work from home but I’m under a mandatory or precautionary quarantine. Am I eligible for quarantine leave under either the New York State law or the federal EPSLA?**

No, if you are not showing symptoms and are physically able to work through remote access or similar means you are not eligible for quarantine leave under the federal or state laws.

**27. How many days of leave are part-time employees entitled to be paid for under the EPLSA and EFMLEA?**

Part-time employees should be paid for the number of days/amount of time they would have otherwise received during the 14 calendar days that they are on sick leave or during the period of time they take EFMLEA.

**28. Is the 14-day period work days or calendar days?**

The number of paid days is calendar days.

**29. Will I have to repay the wages I receive during leave under the EPLSA, EFMLEA or New York law?**

No, you are not required to repay any benefits.

**30. Are payments under EPSLA, EFMLEA and New York State Law taxable?**

Yes.

**31. Are payments under EPLSA, EFMLEA an New York State law pensionable?**

Yes.

**32. Can more than one parent/guardian take emergency paid sick leave or expanded family and medical leave simultaneously to care for their child whose school or place of care is closed, or whose child care provider is unavailable, due to COVID-19 related reasons?**

You may take emergency paid sick leave or expanded family and medical leave to care for your child only when you need to care for your child if you are unable to work or telework as a result of providing care.



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Generally, you are not permitted to take such leave if a co-parent, co-guardian, or your usual child care provider is available to provide the care your child needs.

**33. My child's school or place of care has moved to online instruction or to another model in which children are expected or required to complete assignments at home. Is it considered "closed"?**

Yes. If the physical location where your child received instruction or care is now closed, the school or place of care is "closed" for purposes of paid sick leave and expanded family and medical leave. This is true even if some or all instruction is being provided online or whether, through another format such as "distance learning," your child is still expected or required to complete assignments.

**34. May I take emergency paid sick leave to care for a child other than my child?**

No. The emergency paid sick leave that is provided under the FFCRA to care for one (or more) of your children when their place of care is closed (or child care provider is unavailable), due to COVID-19 related reasons, may only be taken to care for your own son or daughter or ward of your established guardianship. However, emergency paid sick leave is also available to care for an individual who is subject to a Federal, State, or local quarantine or isolation order related to COVID-19 or has been advised by a health care provider to self-quarantine due to concerns related to COVID-19. If you have a need to care for a child who meets these criteria, you may take paid sick leave if you are unable to work or telework because of providing care. But in no event, may your total paid sick leave exceed two weeks.

**35. May I take emergency paid sick leave or expanded family and medical leave if I am receiving workers' compensation or temporary disability benefits through an employer or state-provided plan?**

In general, no, unless you were able to return to light duty before taking leave. If you receive workers' compensation or temporary disability benefits because you are unable to work, you may not take emergency paid sick leave or expanded family and medical leave. However, if you were able to return to light duty and a qualifying reason prevents you from working, you may take emergency paid sick leave or expanded family and medical leave, as the situation warrants.

**36. Can I take emergency paid sick leave to care for any individual who is subject to a quarantine or isolation order or who has been advised to self-quarantine?**

No. You may take emergency paid sick leave under the FFCRA to care for an immediate family member or someone who regularly resides in your home. You may also take emergency paid sick leave under the FFCRA to care for someone where your relationship creates an expectation that you care for the person in a quarantine or self-quarantine situation, and that individual depends on you for care during the quarantine or self-quarantine.

However, you may not take emergency paid sick leave under the FFCRA to care for someone with whom you have no relationship. Nor can you take emergency paid sick leave under the FFCRA to care for someone who does not expect or depend on your care during his or her quarantine or self-quarantine due to COVID-19.

**37. When am I eligible for emergency paid sick leave to care for someone who is self-quarantining?**

You may take emergency paid sick leave to care for a self-quarantining individual if a health care provider has advised that individual to stay home or otherwise quarantine him or herself because he or she may have COVID-19 or is particularly vulnerable to COVID-19 and provision of care to that individual prevents you from working (or teleworking).

**38. May I take emergency paid sick leave or expanded family and medical leave to care for my child who is 18 years old or older?**

This leave may only be taken to care for your non-disabled child if he or she is under the age of 18. If your child is 18 years of age or older with a disability and cannot care for him or herself due to that disability, you may take emergency paid sick leave and expanded family and medical leave to care for him or her if his or her school or place of care is closed or his or her care provider is unavailable, due to COVID-19 related reasons, and you are unable to work or telework as a result.

In addition, emergency paid sick leave is available to care for an individual who is subject to a Federal, State, or local quarantine or isolation order related to COVID-19 or has been advised by a health care provider to self-quarantine due to concerns related to COVID-19. If you have a need to care for your child age 18 or older who needs care for these circumstances, you may take paid sick leave if you are unable to work or telework because of providing care. But in no event, may your total paid sick leave exceed two weeks.

**39. I become ill with COVID-19 symptoms, decide to quarantine myself for two weeks, and then return to work. I do not seek a medical diagnosis or the advice of a health care provider. Can I get paid for those two weeks under the FFCRA?**

Generally, no. If you become ill with COVID-19 symptoms, you may take emergency paid sick leave under the FFCRA only to seek a medical diagnosis or if a health care provider otherwise advises you to self-quarantine. If you test positive for the virus associated with COVID-19 or are advised by a health care provider to self-quarantine, you may continue to take emergency paid sick leave. You may not take emergency paid sick leave under the FFCRA if you unilaterally decide to self-quarantine for an illness without medical advice, even if you have COVID-19 symptoms. Note that you may not take emergency paid sick leave under the FFCRA if you become ill with an illness not related to COVID-19. Depending on your employer's expectations and your condition, however, you may be able to telework during your period of quarantine.



# APPENDIX

# **LONG ISLAND RAIL ROAD**

The Agency President, their direct, second, and third level reports (inclusive of employees in departments that provide support functions such as Budget, Capital Programs, Compliance, Controller, Construction Management, Customer Service, Finance, Health/Work Life Services, Human Resources, Labor Relations, Marketing & Communications, Public Affairs, Procurement, and Project Management) and the position titles listed below have been classified as Emergency Responders or Health Care Providers. As such, employees in the identified positions are excluded from leave benefits under the Emergency Family and Medical Leave Expansion Act. This list may be modified as circumstances require at the sole discretion of senior management.

DEPARTMENT	TITLE
CORPSAFETY	Chief Fire Marshal
	Fire Marshal Rep Ben
	Vice Pres-Corporate Safety
ESA/SP	Chief Engineer-Spec Proj/ESA
	Exec Dir- ESA/Harold Operations
	Exec Dir - WSY & Infra
	EXEC DIR ESA RAIL ACTIVATION
	Exec Dir Penn ERT & Infrastruct
	Exec Director Eng ESA
ENGINEERNG	ACE Facilities Opers Officer
	ACE Track
	Asst Ce Power
	Asst Chief C&S Officer
	Asst Crane Engr All Cranes
	Asst Eng Comm Level I ESA
	Asst Engineer Signal Lvl I
	Asst Engineer Signal Lvl II
	Asst Engineer Signal Lvl III
	Asst Engineer StructureLvl I
	Asst Engineer Track Lvl I
	Asst Engineer Track Lvl II
	Asst Engrng Sys Oper Rep Ben
	Asst Foreman Signal
	Asst Foreman T&T
	Asst Gen Mgr-Elev/Escal Ops
	Asst Mgr Engrng Opers
	Asst Mgr Fac Main&Cnt NRep Ben
	Asst Mgr Fac Main&Cnt Rep Ben
	Asst Mgr MW Material
	Asst Mgr-Payroll & Ops Support
	Asst Signalman Comms
	Asst Signalman Signal
	Asst Supv MW Machinery
	Asst Supv Structures
	Asst Supv Track

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	B&B Mechanic
	Chief Measurement Oper
	Comm System Engineer NRep Ben
	Communications Inspector
	Communications Tech
	Construction Inspectr NRep Ben
	Construction Inspectr Rep Ben
	Crane Engineer
	Crane Engr Road/Rail Cranes
	Electrician
	Electrician Track Car Pilot
	Electrolysis Tester
	Engineer - ET ESA Level I
	Engineer - ET ESA Level II
	Engineer - Facilities
	Engineer - Structures
	Engineer Track - ESA & WEP
	Engineer Track Constr
	Engineer Track Projects
	Engineer Track ROW
	Engineer Work Equipment
	Engr Comm Construction Lvl II
	Engr Comm Design Lvl III
	Engr Comm Maint Lvl I
	Engr Comm Maint Lvl II
	Engr Comm Maint Lvl III
	Engr Comm PTC Radio Lvl II
	Engr Comm PTC System Lvl I
	Engr Electric Traction
	Engr Fiber Optics Lvl II
	Engr HVAC Design NRep Ben
	Engr Signal Construct
	Engr Signal Maintenance
	Engr Substation Lvl II
	Engr Substation Lvl III
	Engr Track Maint West
	Engr Track Maintenance East
	Engr Track Operations
	Engr Track Special Projects
	Engrng Sys Operator NRep Ben
	EngrRad Net Des and Dev Lvl I
	ET Inspector NRep Ben
	ET Inspector Rep Ben
	Field Eng Elvtr Esltr NRep Ben
	Field Eng Fire Prt Sy NRep Ben

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Field Eng Fire Prt Sy Rep Ben
	Field Engineer NRep Ben
	Field Engineer Rep Ben
	Foreman B&B
	Foreman MW Mechanic
	Foreman Signal
	Foreman Signal Specialist
	Foreman Surfacing
	Foreman T&T
	Foreman Track
	Foreman Track Patrol
	Gang Foreman Cable Shop TCPQ
	Gang Foreman ET
	Gang Foreman ET TCPQ
	Gang Foreman L&P
	Gang Foreman Material Splst
	Gang Foreman Substation
	Gang Foreman Trainee
	Gang Frmn Trainee TCP
	Helper ET
	Jr Engineer Engrng NRep Ben
	Jr Engineer Engrng Rep Ben
	Lineman Cable Splicer
	Lineman Cs Apprentice
	Lineman Cs Truck Driver
	Load Dispatcher NRep Ben
	M W Mechanic
	M W Utility Worker
	Machine Operator
	Manager - Structures
	Manager Signal ConstructionESA
	Managing Engr Civil Design
	Managing Engr Civil Inspection
	Material Logistics Specialist
	Measurement Operator
	Mgr Facil Maint And Contracts
	Mgr Fire Protection Systems
	Mgr MW Material
	Mgr Operations Engrng
	Mgr Vehicle Fleet
	Mgr-Elevator&Escalator Ops
	Mgr-Safety & Enviro Compliance
	MW Inspector
	MW Repairman Technician
	MW Res Coord Help Dsk NRep Ben

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Plumber
	Plumber Foreman
	Plumber Foreman TCPQ
	Prin Engr-Fac Maint-East/West
	Prin Mgr-Sig Invs Stds&Sp Prj
	Principal Engineer ET
	Principal Engineer Substation
	Principal Engr Track
	Principal Manager - Facilities
	Principal Manager-Structures
	Principal Mgr Comm
	PrinEngSignConESA
	Project Engineer NRep Ben
	Signal Inspector
	Signal Maintainer
	Signal Specialist
	Signal Technician
	Signalman Communications
	Signalman Signal
	Signwriter
	Sr Mgr - Eng Code Enforcement
	Sr Mgr EngSafety&EnvCompliance
	Sr Mgr- Vehicle Fleet Ops
	Sr Pro Engr Brdg Insp NRep Ben
	Sr Vehicle Fleet Administrator
	Staff Engineer Facilities
	Staff Manager Comm NRep Ben
	Staff Manager Power Rep Ben
	Staff Manager Signal NRep Ben
	Staff Manager Substns NRep Ben
	Structural Arc Welder
	Supervising Oprtr MW Rep Ben
	Supervisor Structures
	Supv Communication
	Supv Control Maintainer
	Supv Light & Power
	Supv MW Machinery
	Supv Signal Const
	Supv Signal Maint
	Supv Track
	Third Railman
	Track Car Pilot Crane Oper
	Track Patroller
	Track Worker (A)
	Vehicle Fleet Administrator

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Welder
EQUIPMENT	Administrative Support Clerk
	Assistant Elect Eng- NRep Ben
	Asst Dir Op Budget Dev & Ctrl
	Asst Mgr Eng Process Controls
	Asst Mgr Environ Compliance
	Asst Mgr Fleet Anlys& Doc Ctrl
	Asst Mgr ME M/P Res Auds&Ctrls
	Car Appearance Maint
	Car Repairman
	Car Repairman Helper
	Car Repairman HVAC
	Car Repairman Welder
	Car Rprmn Federal Inspctr
	Carman Trainee
	Certified Carman Welder
	Certified Machinist Welder
	Certified Pipefitter Welder
	Chief Admin Support Clerk
	Chief Mech Officer
	Clerk Central Control
	Clerk Central Manpower
	Clerk Chief
	Clerk Head
	Clerk Head Manpower Systems
	Clerk-Asset Management-PEMD
	Crane Engineer
	Dep Gen Mgr Diesel Ops
	Dep Gen Mgr Electronics Engrng
	Dep Gen Mgr Fleet Sup.
	Dep Gen Mgr Outlying Pts Fld O
	Dep Gen Mgr Support Shops
	Dep. Gen. Mgr.-Fleet Systems
	DGM - MofE Asset Management
	DGM Fleet Ops
	DGM-Cnfig Mgt Wrnty & Eng Cntr
	DGM-Fleet Analysis, Budget Dev
	DGM-Reliab Cent Maint/Bud&Logi
	DGM-RSSE & Environ. Eng.
	DGM-Shops, Yards, RSSE Maint
	DGM-Shops, Yards, RSSE Project
	Dir-Fleet Acquisition&Support
	Electrical Engineer
	Electrician
	Electrician Armature Winder



# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Electrician Car Mover
	Electrician Electronic Shop
	Electrician Federal Inspctr
	Electrician-ATC
	Electrician-HVAC Fleet Support
	Electronics Engineer
	Fleet Operations Support Clerk
	Gang Foreman ME
	Gang Foreman Trainee
	Gen Mgr - Fleet Support
	Gen Mgr Admin & Info Mgmt
	Gen Mgr Diesel Shops&Yards
	Gen Mgr-Flt Engrng &Plan Equip
	Gen. Mgr. Roll Stock Fleet Acq
	General Foreman ME
	General Foreman-MofE Safety
	General Mgr Fleet Operations
	Hi Tech Diesel Locomotive Elec
	High Tech Plant Engineer
	Locomotive Carpenter
	Machinist
	Machinist - WTM
	Machinist Air Brake
	Machinist Federal Inspctr
	Machinist Lab Technician
	Machinist Welder
	Manager of Calibration
	Manager-Operational Statistics
	Managing Engineer
	Master Mechanic
	Mgr Budget Dev & Analysis
	Mgr Conf and Data Mgmt
	Mgr Environ Compliance
	Mgr M Of E Projects
	Mgr Software Engineering Mgt
	Mgr, RCM Maintenance Programs
	Mgr-Bud Dev/Anlys/Data Supp
	Mgr-Prod Plng Mtl & Inv Ctrl
	Mof E Infomation Resources Mgr
	Oiler
	Production Planner
	Proj Mgr Shops Yds & RSSE
	Road Car Electrician
	Road Car Insp Trainee
	Road Car Inspector

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Sheet Metal Worker
	Sp Equip Cal
	SPEquipRCM MGT
	Sr Budget Administrator
	Sr Electrical Engineer
	Sr Mechanical Engineer
	Sr Mgr M Of E Info Resources
	Sr Mgr M Of E Project Mgmt
	Sr Mgr Prod Plng & Inv Ctrl
	Sr Mgr RCM Mgmt Review
	Sr Mgr-M of E Opers Stats
	Sr Mgr-ME Manpower Res Mgmt
	Sr Mgr-MofE Safety & Training
	Sr Project Manager
	Sr Records Clerk MofE
	Stationary Engineer
	Supv Of Equipment Tech Support
	Technical Writer-Config Mgmt
Tinsmith	
HUMAN-RES	Asst Director Employee Svcs
	Chief Clerk-Mail Room
	Dir Employee Services
	Employee Assistance Prof-EAP
	Mail Attendant
	Mail Attendent Driver
	Manager - Employee Services
	Mgr Employee Assistance
	Sr Director-Human Resources
	Sr Mgr HR Research&Develop
	HR Business Dir
	HR Business Partner
	HR Business Manager
	Sr Vice President- Admin
LABOR RELATIONS	Vice President- Labor Relations
PRESIDENT	President
PROC&LOGIS	Asst Dep Chf Conts Offr-Non-Op
	Asst Dep Chf Conts Offr-Ops
	Asst. Dep. Chief Cont. Ofcr-In
	Chief Procurement Officer
	Deputy Chief Stores Officer
	Director P&L Operations
	Director-Material Control
PTC	Dir-PTC-Sys Devel & Testing
	Executive Director-PTC
PUB-AFFRS	Dir-Public Info Office

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Mgr Customer Service Center
	Mgr Public Info Office
	Mgr Social Media
	Plate Maker
	Press Operator
	Public Information Officer
	Sr Press Operator
	Supv - Public Info Office
	Supv Oper Print Shop
SECURITY	Asst Chief Sec Sys Tech
	Asst Director Sec Ops
	Chief Security Officer
	Dir-Security Systems & Tech
	Asst Chief Sec Sys Tech
STATIONS	Agent
	Agent Extra
	Asst Mgr Ticket Services
	Asst Terminal Manager
	Asst Terminal Mgr-CAP
	Ats Support Clerk
	Branch Line Manager
	Cashier
	Chief Crew Dispatcher
	Chief Ops Div Support Clerk
	Chief Stations Officer
	Chief Ticket Seller
	Clerk
	Clerk Chief Psgr Svcs
	Clerk Head
	Clerk Ticket TVM
	Crew Dispatcher
	Customer Service Ambassador
	Dir Stations Support & Admin
	Director - Parking & Stations
	Director Station Operations
	Director Ticket Selling & Tech
	Lead Branch Line Manager
	Lead Traveling Foreman
	Mgr Station Svcs Support
	Mgr Ticket Selling & Technology
	Mgr Ticket Services
	Mgr-Bud Dev Anlys & Ops Supp
	Secretary - Cust Svc
	Sr Mgr St Ops Ctrl & Safety
	Sr Mgr-Ticket Selling Ops

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Sr Mgr-Ticket Selling Sys
	Station Appear Maint
	Station Cleaner Chief
	Supervising Agent - Bethpage
	Supv Ticket Stock
	Supvsg Agent-Penn Station
	Supvsng Agent- Atlantic Term
	Terminal Mgr Jamaica/FBA
	Terminal Mgr Penn Sta
	Ticket Clerk -Customer Service
	Travel Foreman Stat/Off
SVC-PLNG	Chief Service Planning Officer
	Dir Time Tables Projects
	Gen Manager-Project Future Pln
	Gen Manager-Service Planning
	GenMgrComm&ESAstrategies
	Mgr Capacity Plan Strategy&Adm
	Mgr Capacity Planning
	Mgr Crew Schedules
	Mgr Cust Schedule Info
	Mgr Equip Schedules
	Mgr TT Schedules
	Sr Mgr Cus Ser Str
	Sr Mgr Ops Strat
	Sr Mgr Timetable Sched & Strat
	Sr Mgr West End Pgts
	Sr Mgr-Crew Sched & Strategies
Sr Mgr-Equip Sched & Strategie	
Supv Schedules	
SR VP-OPS	Admin Asst Operations
	Sr Vice President Operations
TRANS SVCS	Assistant Conductor
	Asst Conductor Trainee
	Asst Mgr Crew Mgmt Svcs
	Asst Mgr Crew Mgr Plan&Res Adm
	Asst Mgr Service Analysis
	Asst Mgr Tran Eq&Energy
	Asst Mgr Trans Ops Sup
	Asst Stationmaster
	Asst To Chief Trans Off
	Asst Train Director
	Asst Train Director - JCC
	Asst Trainmaster
	Block Operator
	Block Operator Trnee

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Budget Admin Engrng U
	Chief Train Dispatcher
	Chief Transp Officer
	Clerk Chief
	Clerk Denial
	Clerk Hours of Service
	Clerk Typist
	Conductor
	Coord Transp Data Suprt
	Crew Dispatcher
	Crew Dispatcher Trnee
	Dir- Crew Mgmt Svcs
	Engine Service Coord
	Engineer
	Engineer Trainee
	Gen Supt Field and PM Ops
	Gen Supt Transportation
	General Supt Train Ops
	General Supt-Terminal Ops
	Information Coordinator > 30
	Lead Manager Project Planning
	Lead Road Foreman
	Lead Train Director- JCC
	Lead Trans Mgr Train Service
	Lead Trans Mgr-OnBoard RevComp
	Lead Trans Mgr-RulesA/B&Safety
	Lead Trans Mgr-Safety
	Lead Transportation Manager
	Manager-Project Planning
	Mgr Admin/HOS Comp Officer
	Mgr Ops Statstcl Data & Analys
	Mgr Trans Ops Support
	Mgr Transp Equip&Energy
	Payroll Coordinator
	Payroll Dispatcher
	PSCC Console Operator
	Road Foreman
	Road Foreman/Air Brake
	Secretary
	Special Duty Conductor
	Special Duty Engineer
	Sr Budget Administrator
	Sr Dir Project Planning
	Sr Dir Trans Ops Support
	Sr Mgr Operational Statistics

# LONG ISLAND RAIL ROAD

DEPARTMENT	TITLE
	Sr Mgr Opers Protocol&Planning
	Sr Mgr Terminal Operations
	Sr Mgr Trans Ops Support
	Sr Yardmaster
	SrMgr-Str Initiatives&OpsAnlys
	Stationmaster
	Superintendent East End
	Superintendent- West End Opera
	Supervising Crew Disp
	Supervising Payroll Coord
	Supt Capital Projects
	Supt Of Engines
	Supt Penn Sta CC
	Supt Penn Station Operations
	Supt PM Operations
	Supt Term Ops and Cptl Projcts
	Supt Train Movement
	Supt Train Service
	Supt-Rules/AB & Reg Oversight
	Supv Train Movement
	Supv-Crew Disp-Tech Admin
	Train Director
	Train Director -JCC
	Train Dispatcher
	Trans Rules & Air Brake Exam
	Transp Capital Data Coord
	Transportation Manager
	Usher
	Yardmaster
VP-CFO	Vice Pres-Mgmt & Fin And CFO