



Labor Relations Department

*G. A. Gordon, Sr. Director*  
(904) 359-3939

500 Water Street, J-455  
Jacksonville, FL 32202

October 2, 2000

File: CSXT LA 1-015-96

Mr. D. M. Menefee, General Chairman  
Brotherhood of Locomotive Engineers  
6 Fairfield Blvd., Suite No. 1  
Ponte Vedra Beach, FL 32082

Dear Sir:

This refers to our several conversations concerning the application of Article III C. Note, of CSXT Labor Agreement 1-015-96. During our discussions in conference on September 21, 2000, it was mutually agreed that the language contained in the above referenced Article was not intended to restrict prior right engineers from claiming assignments in another zone which had been allocated to a specific prior right district. Several specific examples were discussed in order to identify how the current application of the aforementioned rule has impacted the rights of prior right engineers from claiming positions which they are otherwise entitled, through the normal exercise of seniority.

The following are examples as to how the erroneous misapplication has directly impacted the exercise of seniority:

- A prior right Consolidated C&O PM District Engineer, working in Toledo, Ohio (Willard Zone) who has full displacement rights and attempts to claim a prior right assignment (unassigned freight pool) home terminal in Toledo, but operating in the Detroit Zone. Under this example, the prior right engineer would be permitted to claim the assignment without regard to the engineer's home zone.
- A prior right B&O Newark (Ohio Consolidated District) Engineer is working in Newark or Columbus, Ohio (Willard Zone) who has full displacement rights and wishes to claim a prior right assignment on the Midland Subdivision at Washington Court House, Ohio (Cincinnati Zone). Under this example, the prior right engineer would be allowed to claim the assignment without regard to the engineer's home zone.
- A prior right B&O Consolidated Chicago District Engineer is working at Garrett, Indiana (Willard Zone) who has full displacement rights and wishes to claim a prior right position at Chicago, Illinois (Chicago Zone). Under this example, the prior right engineer would be allowed to claim the assignment without regard to the engineer's home zone.

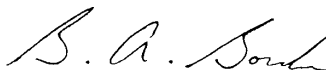
- A prior right B&O Baltimore East End (Maryland Consolidated District) Engineer is working in Brunswick, Maryland (Baltimore Zone) who has full displacement rights and wishes to claim a prior right position at Brunswick, Maryland (Cumberland Zone). Under this example, the prior right engineer would be allowed to claim the assignment without regard to the engineer's home zone.

We agree that the examples listed above are not all encompassing, but are intended to show the intent of the parties during negotiations culminating in CSXT Labor Agreement 1-015-96 relative to the exercise of seniority by prior right engineers.

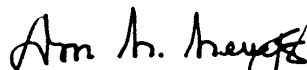
It is also understood that a prior right engineer with full displacement rights, may exercise prior right seniority across zones lines to a prior right assignment without the concurrence of the applicable BLE Local Chairman or Road Foreman of Engines, as provided in Article III C. Note, of CSXT Labor Agreement 1-015-96.

If the above accurately reflects the intent of our negotiations, please acknowledge your concurrence by signing in the space provided below.

Very truly yours,



I CONCUR:



\_\_\_\_\_  
D. M. Menefee, General Chairman  
Brotherhood of Locomotive Engineers



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Dear Sir:

This refers to our conversation during conference on September 21, 2000 concerning the application of Article III C. Note, of CSXT Labor Agreement 1-015-96. During our conference, it was mutually agreed that the language contained in the above referenced Article dealing specifically with an engineer moving across zone lines without proper authority, would be handled as follows:

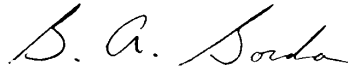
- Facts concerning the alleged violation of Article III C. Note will be brought to the attention of the respective BLE local chairman or Carrier supervisor and forwarded promptly to CMC for handling.
- CMC will review the facts as presented and if it determines an engineer moved across zone lines without proper authority, the engineer will immediately be notified he is being returned to his previously held zone.
- When returned to the previously held zone, the engineer will be placed on the assignment he vacated provided the assignment previously held is vacant. If the assignment is occupied, the engineer being returned to the zone will have a full exercise of seniority.

It is mutually agreed that complaints regarding engineers moving across zone lines without proper authority that cannot be handled as noted above, will promptly be brought to the attention of the BLE General Chairman for handling with Carrier's Highest Designated Officer.

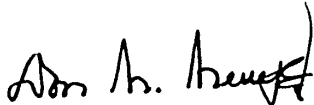
It is also agreed that no claims will be entertained as a result of unauthorized movement across zone lines.

If the above accurately reflects the intent of our negotiations, please acknowledge your concurrence by signing in the space provided below.

Very truly yours,



I CONCUR:



\_\_\_\_\_  
D. M. Menefee, General Chairman  
Brotherhood of Locomotive Engineers