

MEMORANDUM OF AGREEMENT  
BETWEEN  
CSX TRANSPORTATION, INC.  
THE FORMER BALTIMORE & OHIO RAILROAD COMPANY  
THE BALTIMORE AND OHIO CHICAGO TERMINAL COMPANY  
AND ITS EMPLOYEES REPRESENTED BY  
THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS

1. Designated Supervisor of Locomotive Engineers (DSLE) may be used to assist the Road Foreman of Engines with engineer trainees/apprentices. The use of a DSLE will be authorized through the appropriate supervisor. The function of the DSLE will be to evaluate the progress of engineer trainees/apprentices as directed by the appropriate supervisor.
2. The selection of the DSLE will be a joint decision between the BLE Local Chairman and the appropriate supervisor based on the following criteria:
  - (a) DSLE candidate should have at least five years experience as a FRA certified locomotive engineer with one year in service on the territory on which they will act as a DSLE.
  - (b) DSLE candidate should not have any formal discipline on record for the previous five years for Operating Rules violations.
  - (c) If it has been determined that qualifications and experience of the candidates are equal, seniority will govern in the selection of the positions.
3. Once designated, each DSLE will receive training at the appropriate facility. The appropriate supervisor will determine if review or refresher training is necessary before the DSLE begins supervising the engineer trainees/apprentices.
4. DSLE(s) will be compensated \$250.00 per day for each day worked which will be subject to all general wage increases. This amount will be applied against any guarantee.
5. DSLE(s) will not be allowed to mark up for service while subject to this agreement, nor will they be used to perform service to which engineers are entitled.
6. Any work performed by a DSLE will not in any way be considered as establishing or conveying exclusivity to such work in the future.
7. DSLE(s) will be entitled to reasonable travel expenses (meals/lodging) when required to be away from home or use their own vehicles for travel.
8. This agreement may be cancelled upon twenty-five (25) days advance written notice from either party.

Signed at Jacksonville, Florida this day of December 1999.

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

APPROVED:

P. T. Sorrow, Vice President  
Brotherhood of Locomotive Engineers

R. D. Hiel, Director Labor Relations  
CSX Transportation