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October 25, 2012

File: April 25, 2012 National Agreement
Appendix "A" Clarification
6018-12 CSXT

Mr. D. R. Albers, General Chairman
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Hendersonville, TN 37075

Mr. J. D. Knight, General Chairman
Seaboard Federation
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Jacksonville, Florida 32225

Mr. D. Bogart, General Chairman
Northeastern System Federation
3321 B. Vestal Parkway East
Vestal, NY. 13850

Mr. T. R. McCoy, General Chairman
Affiliated System Federation
9300 Runyon Road
Catlettsburg, Kentucky 41129

Mr. Jed Dodd, General Chairman
Pennsylvania Federation
4121 N 7th Street, Suite 299
Philadelphia, Pennsylvania 19123-3925

Mr. T. J. Nemeth, General Chairman
Consolidated Rail System Federation
4486 Emerson Road
South Euclid, OH 44121

Gentlemen:

This will serve to confirm our recent discussions concerning the departmental bid and hold provisions set forth in the CSXT/BMWED specific Attachment "A" to the April 25, 2012 National Agreement which reads as follows:

"Seniority – Department bid and hold


Effective July 1, 2012, employees who successfully exercise their seniority to a position advertised and awarded pursuant to Rule 3 or Appendix 'S' of the June 1, 1999 Agreement (as amended) to a department other than the department to which currently assigned will be required to remain in the department assigned as a result of the award for not less than 12 months from the date the employee assumes the duties of his new assignment.

For the purposes of this Agreement 'department' is defined as either the Bridge and Building, Track or Welding departments."

The parties agreed to the following with respect to the implementation of this provision:

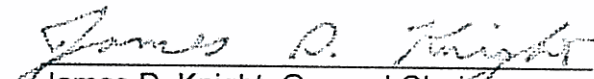
- (1) The 12 month department bid and hold set forth in the above-quoted provision applies only to an employee who is a successful "bidder" (applicant) for a position advertised in a department other than the department in which he is assigned at the time he submits his "bid" (application).
- (2) The 12 month restriction on the exercise of seniority does not apply to an employee who is not currently under a 12 month department bid and hold and who "bumps" (exercises displacement rights) to a position in another department following the abolishment of his position or displacement by a senior employee.
- (3) Once an employee has bid from a position in one department to a position in another department, the 12 month department bid and hold set forth in the above-quoted provision prohibits that employee from bidding or bumping to another department except when the employee does not have sufficient seniority to obtain a position in the restricted department with an equal or greater hourly rate of pay that is: (a) floating; or (b) headquartered within 60 miles of the employee's residence. Under such circumstances, the 12 month department bid and hold shall not apply and the employee may exercise seniority to obtain a position in a department other than the department to which currently assigned.

If the above clearly reflects our mutual understanding, please affix your signature below and return a copy to this office for distribution and filing.

Sincerely,

 Noel V. Nihoul

FOR THE ORGANIZATION:


 Dennis Albers, General Chairman

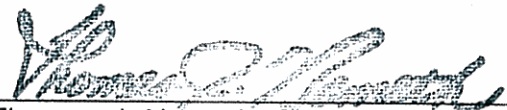

 James D. Knight, General Chairman


 Dale Bogart, General Chairman


 T. R. McCoy, Jr. General Chairman


 Jed Dodd, General Chairman

AGREED:


 Thomas J. Nemeth, General Chairman


 J. B. Cook, Vice President