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April 18, 2018

VIA ELECTRONIC MAIL

Mr. D. R. Albers, General Chairman
BMW Federation
111 Imperial Blvd., C-300
Hendersonville, TN 37075

Mr. J. Dodd, General Chairman
BMW Penn Federation
421 North 7th Streets, Suite 299
Philadelphia, PA 19123

Mr. J.E. Graham, General Chairman
BMW Consolidated Rail System Federation
9835 South Ave., Unit #2
Poland, OH 44514

Mr. J. E. David, General Chairman
BMW Affiliated System Federation
9300 Runyan Road
Catlettsburg, KY 41129

Dear Sirs:

This letter of understanding concerns the Organization's letter dated March 12, 2018 which notified the Carrier of its intent to cancel the August 30, 2017 SPG Alternative Work Week Agreement. At this time the parties agree to the following understandings regarding the SPG Alternative Work Week Agreement:

- Employees will not lose pay when moving to/from work schedules under the SPG Alternative Work Week Agreement.
- Changes in the starting time for work schedules under the SPG Alternative Work Week Agreement shall remain governed by the established contractual notice requirements.
- The transitioning of SPG Alternative Work Week work schedules between day and night work within the same day shall be limited to the extent possible based on operational needs.
- Support teams shall perform work directly in connection with SPGs.
- Support teams whom transition off a work schedule governed by the SPG Alternative Work Week Agreement shall remain entitled to the rest days (and associated punitive rate of pay) that accrued while working the SPG Alternative Work Week Agreement work schedule.
- For shifts beginning on Wednesday and continuing into an assigned Thursday rest day under the SPG Alternative Work Week Agreement, the hours of the shift that occur after 12:00 A.M. on Thursday will be paid at the time and one-half rate.

This letter of understanding only pertains to employees working a work week schedule under the SPG Alternative Work Week Agreement and that other schedules will continue to be handled in compliance with existing agreement rules and historical applications. This letter of understanding does not set a precedent and will not be referred to in the handling of any other matter.

Upon execution of this letter of understanding, the SPG Alternative Work Week Agreement cancelation notice dated March 12, 2018 shall be considered as being rescinded.

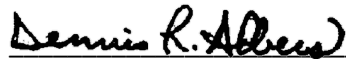
Please indicate your concurrence with this letter of understanding by signing in the space provided below.

Respectfully,

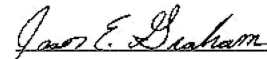


Michael Skipper

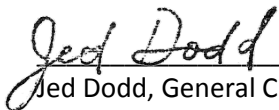
Agreed:



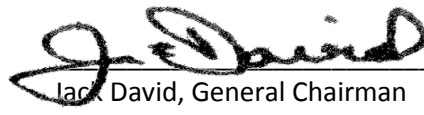
Dennis R. Albers, General Chairman
Allied Federation



Jason E. Graham, General Chairman
Consolidated Rail System Federation



Jed Dodd, General Chairman
Pennsylvania Federation



Jac David, General Chairman
Affiliated Federation

Approved:



Roger D. Sanchez, Vice President
BMWED