

MEMORANDUM OF AGREEMENT

BETWEEN

CSX TRANSPORTATION, INC.

AND

THE BROTHERHOOD OF MAINTENANCE OF WAY
EMPLOYEES DIVISION OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS

WHEREAS, the parties have had continued discussion regarding issues related to hiring for Bridge and Building and Welding Department work ; and

WHEREAS, the parties desire to amend the application of certain rules of the June 1, 1999 System Agreement with respect to direct hiring into the Bridge and Building and Welding Department:

IT IS THEREFORE AGREED THAT EFFECTIVE March 1, 2011 THE FOLLOWING WILL APPLY:

Welding and B&B sub-department Hiring

It is agreed CSXT may hire new employees directly into the Welding or B&B sub-departments beginning on the effective date of this agreement. In order to accomplish this it is recognized that several existing agreements must be changed.

Therefore, Section 1(C) of Memorandum of Agreement between CSX Transportation and the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters identified as CSXT Labor Agreement 12-043-07, effective May 23, 2007 (MOA 1 Track Sub-Contracting) is hereby replaced with the following:

Section 1 (C)

“CSXT may hire new employees directly into the Welding Sub-Department as a Welder or Welder-Helper. An employee entering service in the Welder or Welder helper classification will establish seniority as of the date their pay starts.

Note: Rule 3, section 3(a) of the June 1, 1999 Agreement is modified to allow the Carrier to advertise Zone Welding Gang positions up to 120 days in advance of

the date the position is required. Such advertisement will indicate a date certain effective start date"

Section 1 (A) of the Memorandum of Agreement between CSX Transportation and the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters identified as CSXT Labor Agreement 12-006-09 (MOA 2 B&B Sub-contracting) is hereby replaced with the following:

Section 1 (A)

"CSXT may hire new employees directly into the B&B Sub-Department as a Bridge Tender or B&B Mechanic. An employee entering service in the B&B Sub Department will establish seniority as of the date their pay starts."

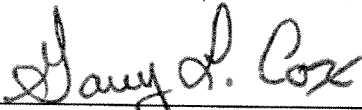
Employees hired directly into the Welding or B&B sub-departments shall not be permitted to bid off such position for a period of six (6) months from the date they physically assume the duties of their positions except to bid to another position within their sub-department.

On the effective date of this agreement, Side Letter No. 14 of the June 1, 1999 Collective Bargaining Agreement is cancelled in it's entirety and the original language of Rule 4, Section 1 (A) of the June 1, 1999 Collective Bargaining agreement between CSXT and BMWWE shall be restored to it's original content and application.

FOR THE ORGANIZATION:



Dennis R. Albers, General Chairman



Gary L. Cox, General Chairman

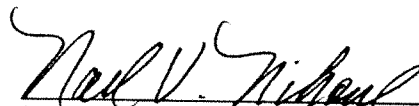


Jed Dodd, General Chairman

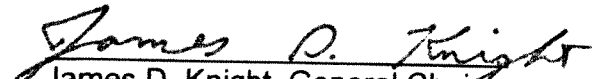



Stuart A. Hurlburt, Jr., General Chairman


FOR THE CARRIER:




Noel V. Nihoul, Director Labor Relations


James D. Knight, General Chairman


T. R. McCoy, Jr., General Chairman


Bradley A. Winter, General Chairman

AGREED:


J.R. Cook, Vice President - BMWED