



Norfolk Southern Corporation
223 East City Hall Avenue
Norfolk, Virginia 23510-1728

S. R. Weaver
Assistant Vice President
Labor Relations
(757) 629-2453

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AG-MW-2

Messrs. P. R. Beard, General Chairman - BMWED
J. Dodd, General Chairman - BMWED
T. R. McCoy, General Chairman - BMWED
B. A. Winter, General Chairman - BMWED

Gentlemen:

This is in reference to our discussions concerning the seniority district realignments that were effective on December 20, 1993, and on February 21, 2000, concerning the Maumee line and certain assignments that have subsequently occurred to the Section Foreman, Assistant Section Foreman, and Section Laborers positions. Although the Maumee line is included in the Eastern Region seniority district, certain employees who did not initially enter service on the Eastern Region possess some preferential rights, as a result of the application of the respective realignment agreements, to obtain assignments to positions with fixed headquarters located on the Maumee line. The respective preferential rights to exercise seniority to positions with fixed headquarters located on the Maumee line are clarified as set forth below.

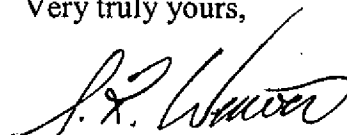
The exercise of seniority by bid or displacement to positions headquartered on the Maumee line (Maumee Yard/Maumee Connection/Waterville Switch lead) is generally governed by the relative seniority standing on the respective Eastern Region seniority roster that is applicable to the classification of the involved position (Foreman, Assistant Foreman or Laborer). However, the associated preferential rights impact the seniority rights to such positions as follows:

- 1) Employees listed on the Eastern Region seniority roster who also have a Toledo District prior rights date on the applicable Eastern Region roster have preference over other employees who possess earlier regional seniority dates but do not possess a Toledo District prior rights date on the roster.
- 2) When no employee who possesses the applicable Toledo District prior rights is involved, the seniority right to the position is based on giving equal consideration to the involved employees' seniority date as listed on the:
 - applicable Eastern Region roster, or
 - Western Region seniority roster corresponding to the classification if the involved employee was in service on the Western Region prior to July 1, 1986, and also has Ft. Wayne as his Division designation on the Western Region roster.

Accordingly, pre-7/1/86 Western Region - Ft. Wayne employees are able to use their Western Region seniority date equally with the Eastern Region employees when bidding or displacing Eastern Region fixed headquarter positions located on the Maumee line. However, the Eastern Region employees who have the Toledo District prior rights as a result of the 1993 and 2000 Realignment Agreements have preference over the pre-7/1/86 Western Region - Ft. Wayne employees and the Eastern Region employees who do not possess Toledo District prior rights.

Please indicate your concurrence by signing below.

Very truly yours,



S. R. Weaver
Assistant Vice President
Labor Relations

AGREED:



P. R. Beard, General Chairman - BMWED



T. R. McCoy, General Chairman - BMWED

APPROVED:



Vice President - BMWED