



Labor Relations Department
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Jacksonville, FL 32202

J. H. Wilson, Senior Director
K. L. Mason, Director
904 - 359-1448

October 27, 2003

File: 5091-12
6018-12 SPG

Mr. E. R. Brassell, General Chairman
Allied Eastern Federation
114 Canfield Place – Unit A8
Hendersonville, TN 37075

Mr. S. A. Hurlburt, Jr., General
Chairman
Northeastern System Federation
Post Office Box 138
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Mr. G. L. Cox, General Chairman
Southern System Division
800 Concord Road
P. O. Box 24068
Knoxville, Tennessee 37933-2068

Mr. J. D. Knight, General Chairman
Seaboard Federation
2153 Broadwater Drive
Jacksonville, Florida 32225

Mr. Jed Dodd, General Chairman
Pennsylvania Federation
121 N. Broad Street – Suite 503
Philadelphia, Pennsylvania 19107

Mr. T. R. McCoy, General Chairman
Affiliated System Federation
730 Greenup Avenue
Ashland, KY 41101

Mr. P. K. Geller, General Chairman
Consolidated Rail System Federation
58 Grand Lake Drive
Port Clinton, Ohio 43452

Gentlemen:

This will serve to confirm our agreement to amend applicable provisions of Appendix S of the June 1, 1999 System Agreement (SPG Agreement) as follows:

1. The SPG Agreement is amended to permit the inclusion of Welder and Welder Helper positions on SPG Rail and Curve Patch gangs, and Section 1 of the SPG Agreement is amended to create SPG Welder and Welder Helper seniority rosters. These positions will be advertised as provided in Section 2 of the SPG Agreement.

2. Awards for Welder and Welder Helper positions will be made to the senior applicants based on Welder and Welder Helper seniority. If no bids are received from employees holding SPG Welder or Welder Helper seniority, the assignment will be made in accordance with Section 2 of the SPG Agreement.
3. Employees assigned to SPG Welder and Welder Helper positions will be entitled to the same benefits provided to other SPG employees under the SPG Agreement including but not limited to SPG travel allowance, meal allowance, lodging and lump sum production incentive payments.
4. The inclusion of Welder and Welder Helper positions on SPG's is not intended to result in the reduction of District or SLWT Welding Department positions. Therefore, any vacancy resulting from the assignment of a Welding Department employee from a District or SLWT Welding Department position to an SPG Welder or Welder Helper position will be promptly advertised and assigned pursuant to Rule 3 of the June 1, 1999 System Agreement.
5. The work of operating grinding/utility carts on rail and curve patch gangs shall be performed by a Welder or Welder Helper.
6. Section 5 of the SPG Agreement is amended to reflect the current practice that all bulletins advertising SPG Machine Operator positions shall identify the particular type of machine the successful applicant will be assigned to operate.


If the above clearly reflects our agreement concerning this matter, please indicate your concurrence by signing in the spaces provided below.

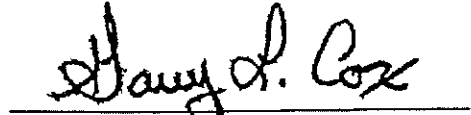
Very truly yours,

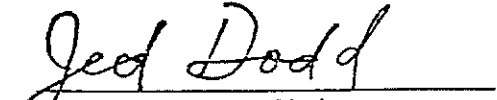



Senior Director - Labor Relations

I Concur:

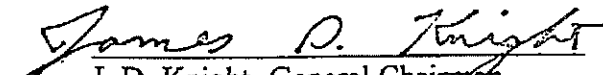

E. R. Brassell, General Chairman

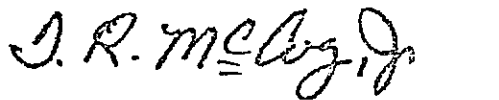

G. L. Cox, General Chairman


J. Dodd, General Chairman


P. K. Geller, General Chairman


S. A. Hurlburt, General Chairman


J. D. Knight, General Chairman


T. R. McCoy, General Chairman

AGREED:


J. R. Cook, Vice President

cc: Mr. J. R. Cook, Vice President – BMW