



Labor Relations Department  
6735 Southpoint Drive South, J-455  
Jacksonville, FL 32216  
E. Caruth – Manager

December 21, 2015

Mr. D. R. Albers, General Chairman  
Brotherhood of Maintenance of Way Employees  
Allied Federation  
111 Imperial Blvd., C-300  
Hendersonville, TN 37075

Mr. J. Dodd, General Chairman  
Brotherhood of Maintenance of Way Employees  
Penn Federation  
421 North 7th Streets, Suite 299  
Philadelphia, PA 19123

Mr. E. W. Long, General Chairman  
Brotherhood of Maintenance of Way Employees  
Consolidated Rail System Federation  
3493 Webster Road  
Fredonia, NY 14063

Mr. J. E. David, General Chairman  
Brotherhood of Maintenance of Way Employees  
Affiliated System Federation  
9300 Runyan Road  
Catlettsburg, KY 41129

Dear Sirs:

This will confirm in writing the understanding reached on December 21, 2015, between the Carrier and the Organization concerning the Carrier's need to establish night rail grinder positions in compliance with Rule 12(c) of the BMW System Agreement effective June 1, 1999. The positions, starting times and work week will be established effective January 1, 2016, as follows:

1. Advertised assignments with the starting times and rest days as specified below may be established. Such assignments will form crews hereinafter be referred to as "Night Rail Grinder Gangs."
2. The night rail grinder gangs will consist of a Production Foreman position and a Class "A" Machine Operator position per CSXT Labor Agreement No. 12-053-05.
3. The employee's assigned rate of pay will be the rates indicated in the Engineering Rates, effective January 1, 2015, for the respective positions.
4. The normal tour of duty for the night rail grinder gangs will be five (5) days a week. The hours of assignment will be 8:00 PM to 4:00 AM with a paid one-half hour for lunch. The rest days will be Saturday and Sunday.
5. Employees assigned to a night rail grinder gang will, in addition to their regular rate of pay, receive one dollar (\$1.00) per hour while assigned to the night rail grinder gang. The one dollar (\$1.00) per hour will be rolled into the regular rate of pay. The premium pay will not be included for the purpose of GWI or COLA increases.
6. The night rail grinder gangs will be governed by the Rules of the BMW Agreement effective June 1, 1999, and CSXT Labor Agreement No. 12-053-05, dated November 9, 2005.

7. Any night rail grinder gang employee, who is required to exercise seniority to a four (4) day assignment, will not lose pay as a result of moving from one assignment to another.
8. This Agreement is based on the particular circumstances that exist on these specific teams identified above. It is understood that this Agreement shall establish no precedent value in any other forum, except as it relates to the enforcement of this Agreement.

Please indicate your agreement by signing your name in the space provided below.

Sincerely,



Rob Miller, Director Labor Relations

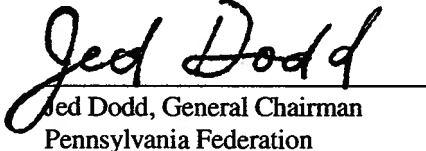
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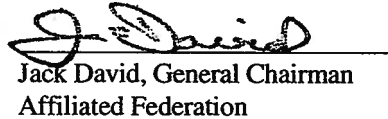
Dennis R. Albers, General Chairman  
Allied Federation



Edward W. Long, General Chairman  
Consolidated Rail System Federation

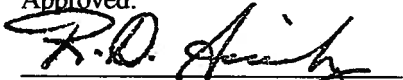


Jed Dodd, General Chairman  
Pennsylvania Federation



Jack David, General Chairman  
Affiliated Federation

Approved:



Roger D. Sanchez, Vice President  
BMWED