



N. V. Nihoul  
Director Labor Relations  
CSX II Bldg 1st Floor  
6735 Southpoint Drive South  
Jacksonville, FL 32216-6177  
Telephone (904) 279-3311  
Facsimile (904) 279-3330

March 28, 2013

File: 6018-12 CSXT  
5070-12 CSXT

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

Mr. Dale E. Bogart, Jr., General Chairman  
Northeastern System Federation  
13321 B Vestal Parkway East  
Vestal, NY 13850

Mr. Jed Dodd, General Chairman  
Pennsylvania Federation  
1421 North 7th Street, Suite 299  
Philadelphia, PA 19123

Mr. T. R. McCoy, General Chairman  
Affiliated System Federation  
9300 Runyon Road  
Catlettsburg, Kentucky 41129

Mr. T. J. Nemeth, General Chairman  
Consolidated Rail System Federation  
158 Grande Lake Drive, Suite 2  
Port Clinton, OH 43452

Gentlemen:

This will serve to confirm our recent discussions concerning Paragraph B in the Seniority section of the agreement signed February 29, 2012 which reads as follows:

- "B. Employees already in service as of July 1, 2012 will continue to utilize previously established seniority dates listed on all existing rosters. In addition, they shall each be afforded a seniority date of July 1, 2012 in all classifications in which they did not hold seniority prior to July 1, 2012. If, through bidding or displacement procedures, one of these employees obtains a position in a classification in which he has not previously qualified, the employee will be governed by the qualifying procedures set forth in Paragraph A above. Upon qualification the employee shall be designated as qualified on the seniority roster and ranked on that roster in the relative order in accordance with his earliest seniority date on any Maintenance of Way roster (i.e. Bridge and Building, Track or Welding Department roster)."

The parties agree it is not their intention to change the relative seniority rankings of employees with seniority dates prior to July 1, 2012 and that the revised seniority rosters for 2013 and subsequent years will preserve and continue to reflect the relative seniority rankings of employees with seniority dates prior to July 1, 2012.

In order to preserve the relative seniority rankings of employees with seniority dates prior to July 1, 2012, the parties agreed to the following:

1. Employees with seniority established on lower seniority rosters within a department

(Track, Welding or B&B) will be ranked with a seniority date of June 30, 2012 on higher rosters in that department in their relative seniority order.

*Example: Employees who have an Assistant B&B Foreman seniority date prior to July 1, 2012 but who do not hold B&B Foreman seniority will be placed on the 2013 (and subsequent) B&B Foreman roster with a June 30, 2012 seniority date in their relative seniority order.*

2. Employees who do not hold seniority dates prior to July 1, 2012 in a department will be afforded a July 1, 2012 seniority date in all classes in the department on the seniority district roster and ranked in accordance with the requirements of the above referenced Agreement signed February 29, 2012.

*Example: Employees who hold seniority in the Track Department prior to July 1, 2012, but who do not hold seniority in any class in the B&B Department, will be afforded a July 1, 2012 seniority date in all classifications in the B&B Department.*

If this clearly reflects our mutual understanding, please affix your signature below and return a copy to this office for distribution and filing.

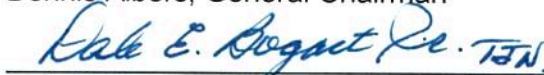
Sincerely,



Noel V. Nihoul

FOR THE ORGANIZATION:

  
Dennis Albers, General Chairman

  
Dale E. Bogart, Jr., General Chairman

  
T. R. McCoy, Jr., General Chairman

  
Thomas J. Nemeth, General Chairman

  
Jed Dodd, General Chairman

AGREED:

  
J. R. Cook, Vice President