



*Labor Relations Department
6735 Southpoint Drive South, J-455
Jacksonville, FL 32216*

*Rob Miller
Director - Labor Relations*

October 28, 2015

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

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

Mr. E. W. Long, General Chairman
Brotherhood of Maintenance of Way Employes
Consolidated Rail System Federation
3321 Vestal Pkwy East #B
Fredonia, NY 14063

Mr. D. E. Bogart Jr., General Chairman
Brotherhood of Maintenance of Way Employes
Northeastern System Federation
3493 Webster Road
Vestal, NY 13850

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

Dear Sirs:

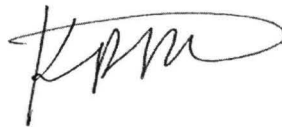
This will confirm in writing the understanding reached on October 28, 2015, between the Carrier and the Organization concerning System Production Team (SPT) Startup. SPT Startup will be conducted as follows:

- A. The Carrier may select a location or locations to conduct the annual startup for SPT's. It is understood that Rule 42 of the June 1, 1999 Agreement does not apply to SPT Startup.
- B. For purposes of Section 2.D.1.i of Appendix S to the June 1, 1999 Agreement, the startup location will not be considered a location the team is "programmed to work." As such, an employee with seniority on the service lane for the startup location will not accrue preferential seniority for all teams conducting startup at that location.
- C. An employee assigned by bulletin to an SPT will receive the weekly travel allowance (FTV) as provided in Section 11 of Appendix S to the June 1, 1999 Agreement to defray the cost of travel to and from the startup location. Employees will not be compensated any additional pay or mileage for traveling to and from startup.
- D. An employee assigned by bulletin to an SPT will be afforded lodging provided by the Carrier the night prior to startup.

1. An employee assigned by bulletin to an SPT will be afforded lodging by the Carrier at an intermediate stop two nights prior (i.e. Saturday night for Monday startup) to and from startup if needed.
 2. An employee assigned by bulletin who is subsequently displaced during startup will remain at startup and will continue to be afforded lodging and pay.
- E. Employees with a valid displacement right will not be permitted to displace any SPT position until the effective date of SPT.
1. Employees who do not bid on an SPT position during the initial advertisement that are later displaced or abolished from a non-SPT position will be afforded lodging provided by the Carrier the night prior to startup and the intermediate stay referenced in part (D) if required.
- F. Employees with a valid displacement right that show up at the Startup meeting will be required to exercise their seniority to a specific position upon arrival.
- G. Except as provided in Paragraph (E) above, employees who do not bid on an SPT position during the initial advertisement shall not use CSX provided hotel accommodations until they have exercised their seniority to an SPT position during SPT Startup.
- H. Throughout startup week, employees with a valid displacement will be allowed to place themselves on vacant SPT positions that went no bid after the initial advertisement of the SPT positions.


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

Sincerely,




Rob Miller, Director Labor Relations


Accepted:

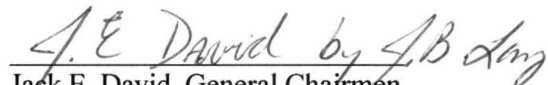


Dennis R. Albers, General Chairman
Allied Federation

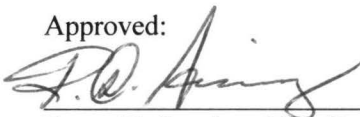


Edward W. Long, General Chairman
Consolidated Rail System Federation


Dale E. Bogart Jr., General Chairmen
Northeast System Federation


Jack E. David, General Chairmen
Affiliated System Federation

 C.P.R.
Jed Dodd, General Chairman
Pennsylvania Federation

Approved:

Roger D. Sanchez, Vice President
BMWED