

MEMORANDUM OF UNDERSTANDING BETWEEN
CSX TRANSPORTATION, INC. AND ITS
EMPLOYEES REPRESENTED BY THE BROTHERHOOD
OF MAINTENANCE OF WAY EMPLOYEES DIVISION
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

1. When not in conflict with the provisions of this understanding, terms and conditions of employment not stipulated herein shall be governed by the June 1, 1999 Agreement between CSXT and the BMWE.
2. The hourly rate of pay for the position of Safety Coordinator will be \$22.76 per hour.
3. The Carrier will maintain a minimum of one (1) Safety Coordinator for each Division and one (1) for System Production Gangs unless otherwise agreed to between the Highest Designated Labor Relations Officer and the General Chairmen.
4. The Safety Coordinator positions will be advertised and awarded based on qualification and the bidders earliest seniority date in the Maintenance of Way, and will be advertised as follows;
 - (a) Safety Coordinators will be advertised on the separate divisions as SLWT Positions.
 - (b) One (1) Safety Coordinator will be advertised as a System position.
 - (c) Applicant's qualification for the Safety Coordinator positions will be based on the following criteria;

Safety Record

Leadership Ability

Communication Skills

Discipline Record

Rules Knowledge and Safety Skills

(d) The CSXT Vice President of Engineering and the respective General Chairman, or their designees, will jointly determine the applicant's qualification for the Safety Coordinator positions.

5. Safety Coordinators will assist in safety coaching, facility audits, safety observations where applicable, safety committees where appropriate, provide a safety liaison between respective BMWED general committees and CSX engineering department, participate in and facilitate safety training, participate in and facilitate Individual Development and Personal Accountability Policy (IDAPAP) training, Incident Review Committee (IRC) training, coordination of IRC Committees, and perform any other safety or IDAPAP related duties as determined by the Division Engineer or Assistant Chief Engineer System Production.
6. Expenses for the Safety Coordinator will be allowed commensurate with the positions assigned.
7. Safety Coordinators will report to and receive instructions from the respective Division

Engineer or the Assistant Chief Engineer System Production.

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After January 1, 2006, either party may cancel this Agreement by giving a thirty (30) days advance written notice.

Date May 9, 2005

J. D. Bagley, Vice President-Engineering

Randall Brassell, General Chairman

Bradley Winter, General Chairman

Jedd Dodd, General Chairman

T. R. Mc Coy Jr., General Chairman

J. D. Knight, General Chairman

Gary L. Cox, General Chairman

Stuart Hurlburt Jr., General Chairman _____