

Agreement

between

CSX Transportation, Inc.,

and its employees represented by

the Brotherhood of Maintenance of Way Employees Division of the IBT

This is to confirm our discussions concerning: (1) the carrier's purchase of two (2) CAT 2X Tamper machines for use on System Production Gangs beginning in 2011; and (2) the establishment of two (2) Zone Surfacing Teams during 2011. We agreed that the following terms and conditions will apply:

I. CAT 2X Machine Operator Positions Established For 2011

- A. The Carrier shall create four (4) CAT 2X Machine Operator positions that will be advertised and awarded subject to the provisions of Appendix S, of the June 1, 1999 System Agreement (as amended August 22, 2005).
- B. Two CAT 2X Machine Operator positions will be advertised and awarded on each of two (2) system Surfacing Gangs for the 2011 production season. The rate of pay for these positions shall be \$26.88 per hour, and adjusted in accordance with any future pay increases subject to national bargaining.
- C. Employees shall be assigned to these positions based on their standing on the CAT 09 Machine specific system machine operator rosters, and once assigned shall not be allowed to bid off for the 2011 production season.
- D. Employees assigned to the SPG's CAT 2X Machine Operator positions who request to be release from the SPG as a result of an unforeseen hardship, shall make their request, in writing, to the Director Labor Relations, with a copy to the employee's General Chairman. If the release is granted on the grounds of hardship, the release employee will not obtain a displacement right to any other position.
- E. While assigned, the two (2) employees assigned will share, for an equal amount of time, the responsibility of primary operation of the equipment.
- F. Except as modified herein, employees assigned to the "CAT 2X Operator" positions will be governed by the provisions of the amended Appendix S.

- G. An additional training opportunity shall occur during the 2011 production season for the CAT 2X equipment and shall be advertised and awarded based on system seniority to employees who hold rights on the CAT 09 machine specific system machine operator roster. Employees assigned to these training opportunities will be compensated in accordance with the requirements of Rule 42 and Side Letter No. 20 of the June 1, 1999 System Agreement.

II. Zone Surfacing Teams Established For 2011

- A. For the duration of the 2011 production season, the Carrier will be allowed to establish two (2) Zone surfacing Teams which shall perform work on what will be called the Midwest Zone, consisting of the Louisville and Nashville Service Lanes, and the Western Zone, consisting of the Great Lakes and Chicago Service Lanes.
- B. Bulletins in connection with Zone Teams will be advertised and awarded based on the employee's standing on the respective "bid/bump" lists associated with the respective SLWT within the respective Zone.
- C. Travel expenses and meal per Diem for the Zone Teams established herein shall be in accordance with payments to System Production Gangs.
- D. Employees assigned to either of the Zone Teams and meet the qualifying requirements shall be entitled to the production bonus applied to System Production Gangs.

III. Miscellaneous

- A. This Agreement shall be considered a special agreement as to the terms and conditions addressed herein and shall amend the June 1, 1999 Agreement and its appendices as to those terms and conditions. All terms and conditions not specifically addressed herein shall continue to be controlled by the June 1, 1999 Agreement.

This Agreement is executed on this the 16th day of December, 2010.

For the Organization:

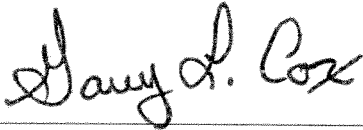


D. R. Albers, General Chairman

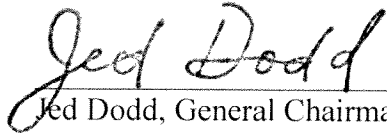
For the Carrier:



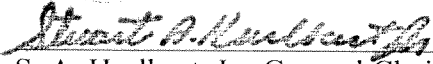
Noel V. Nihoul, Director



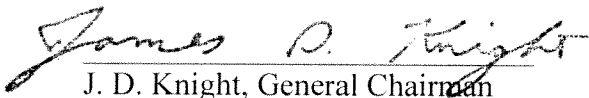
G. L. Cox, General Chairman



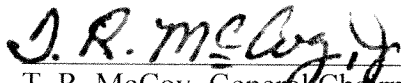
Jed Dodd, General Chairman



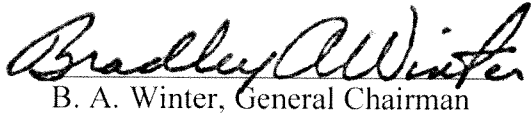
S. A. Hurlburt, Jr., General Chairman



J. D. Knight, General Chairman



T. R. McCoy, General Chairman



B. A. Winter, General Chairman

Approved:



J. R. Cook, Vice President