

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**NEW ORLEANS PUBLIC BELT RAILROAD**

**AND**

**THE BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES  
DIVISION OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

In accordance with our phone conversation of December 15, 2011, the following Agreement is hereby cancelled effective December 31, 2011. Any current employees covered under this existing Agreement noted below will have 90 days from the cancellation date or until March 30, 2012 to obtain a CDL and receive the one-time incentive payment of \$500.00 for a Class "A" license or \$250.00 for a Class "B" license and any current employee already having a CDL may upgrade to a higher class and Receive the one-time incentive pay all as listed below.

***MEMORANDUM OF AGREEMENT***

***Between***

***NEW ORLEANS PUBLIC BELT RAILROAD***

***And***

***BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES***

In accordance with our conference on November 10, 2008, and in an effort to encourage more Maintenance of Way Employees to acquire a Commercial Drivers License (CDL), effective November 15, 2008, the Maintenance of Way Department will hereupon provide a one-time payment of \$500 for a Class "A" CDL or \$250.00 for a Class "B" CDL and add \$1.00 per hour to the straight time rate for any day that the employee operates a truck requiring a CDL for the following positions.

**BRIDGE DEPARTMENT:** Bridge Foreman, Bridgeman, Bridgeman Helper, Gardner/Utility Man, and Painter. (Bridge employees carrying the required CDL shall be assigned to operate a truck on a seniority basis).

**TRACK DEPARTMENT:** Section Foreman, Machine Operator, Welder, (Trackman Position presently received an additional \$1.00 per hour via the Truck Driver position).

Note: Employees already having a CDL may upgrade to a higher class and Receive the one-time incentive pay.

If the above is as we discussed and you are in agreement please signify your approval by signing in the space provided below.

Signature Not Reproduced

R. D. Sanchez  
Vice President

Signature Not Reproduced

J. T. Finch  
General Chairman

Signature Not Reproduced

A. C. Marinello, Jr.  
Chief Engineering Officer

cc: Jim Bridge, General Manager  
Dan Sponsel, Bridge Superintendent – Engineering

cc: Mr. D. Baisley, Asst.General Chairman, BMW

If the above is as we discussed on December 15, 2011 and you are in agreement please signify your approval by signing in the space provided below.

Dennis R. Albers

Dennis Albers  
General Chairman

R. D. Sanchez

R. D. Sanchez  
Vice President

M. M. Dumas

M. M. Dumas  
Interim Manager,  
Engineering and Maintenance