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Director Labor Relations  
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December 3, 2010

Mr. D. E. Grissom  
International Representative  
Brotherhood of Railway Carmen Division-TCU  
P.O. Box 887  
Virginia Beach, VA 23451

Mr. Fred J. Fink  
International Representative  
Transport Workers' Union of America  
5390 Karen Isle  
Willoughby, OH 44094

Gentlemen:

This confirms our recent discussions concerning Carmen performing overtime work on holidays. It is agreed that, effective immediately, holiday overtime will be arranged on the following basis:

1. Notice identifying positions to be worked on the holiday shall be posted at least 72 hours prior to the holiday, if possible.
2. Positions to be worked on the holiday must be filled by using the regularly assigned incumbent of the position who would normally work the position on the particular day and shift were it not a holiday. In the event of pool or group type assignments where several employees hold the same type of assignment and the full force assigned thereto is not worked, then employees so assigned will be given preference to work on the holiday on the shift to which assigned in seniority order.
3. In the event that positions cannot be filled due to absences of the regular incumbents, in line with the above, such positions will be filled from the miscellaneous overtime board no earlier than 48 hours prior to the shift to be worked on the holiday.
4. Employees whose positions are laid in on holidays will not be permitted to exercise seniority.
5. If there are not sufficient volunteers to work the holiday, junior employees may be forced to work pursuant to Rule 4 - Distribution of Overtime (f).
6. There will be no claims filed for additional compensation for employees on vacation during the holiday, whose positions are filled under these procedures.
7. This understanding may be cancelled by either party with thirty (30) days' written notice.

If the foregoing correctly reflects our understanding, please sign and return a copy for our files.

Sincerely,

AGREED:

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D.E. Grissom, International Representative

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Fred J. Fink, International Representative