



P.A. STREET
 Director Labor Relations
 500 Water Street, Suite 7032
 Jacksonville, FL 32202
 Telephone: (904) 359-1379
 Fax: (904) 359-7563

August 20, 2010

File: 5110

Mr. D. E. Grissom, International Representative
 Brotherhood Railway Carmen Division
 Transportation Communications International Union
 P. O. Box 887
 Virginia Beach, VA 23451

Dear Mr. Grissom:

This confirms your election to exercise the option set forth in Item 6 of the October 11, 2007 REDI Center New Hire Training Agreement to select the same level of benefits under the same conditions as those recently negotiated with the International Brotherhood of Electrical Workers (IBEW) in agreement dated July 1, 2010.

Accordingly, effective the date this agreement is executed, new hire training of successful applicants for CSXT Mechanical Department Journeyman Carman and/or Carman Student Mechanic positions at the Tony L. Ingram Railroad Education & Development Institute ("REDI Center") located in Atlanta, Georgia, shall be governed by the following:

1. All applicants are required to successfully complete the training program at the REDI Center as a condition of assignment under the applicable Collective Bargaining Agreement. The core training program at the REDI Center will encompass five (5) weeks.
2. Applicants will be notified regarding travel arrangements to and from the REDI Center. While in the training program, applicants will be provided lodging accommodations and meal allowances in accordance with established REDI Center policy. In addition, applicants will be compensated at the rate payable during the first training period under the Student Mechanic Agreement of the Collective Bargaining Agreement.
3. Applicants who do not qualify as Journeyman Carman will be subject to an additional 732-day training program as set forth in the Student Mechanic Agreement, during which time they will be compensated in accordance with applicable agreement rules.
4. Applicants are eligible for certain medical benefits on the first day of the month following the calendar month in which they complete at least one training day. Eligible dependents become covered on the same day the applicant becomes covered. Core training days at the REDI Center shall count towards meeting the eligibility requirement for vision and dental benefits.
5. The probationary period (90 workdays for Journeyman Carman and 122 working days for Student Mechanics) and the Student Mechanic Program under the Collective Bargaining Agreement will not begin until applicants report and are compensated at their work location (seniority point). Seniority will be established in accordance with the current rules of the Collective Bargaining Agreement.

- 6. It is understood that compensated days at the REDI Center under the terms of this agreement do not count towards vacation qualifying time.
- 7. The applicable provisions of the current Union Shop Agreement, Dues Deduction Agreement and Paying Off Rule provisions are modified to the extent that future new hires are obligated, as a condition of employment, to:
 - a. Authorize and maintain payroll deduction equal to the aggregate of the amounts to be paid by such employee to the union for initiation fees, issues and assessments (not including fines and penalties) uniformly required as a condition of acquiring and retaining membership in the union with an effective date when they report and are compensated at their work location.
 - b. Authorize and maintain payroll direct deposit into a bank or credit union account of their choice.
 - c. The foregoing will be subject to applicable federal, state or local laws and regulations.
- 8. It is understood that the provisions of this agreement do not apply to existing employees who transfer from another shop craft or who have started work at their respective work locations. Training and compensation of employees after they report to their work location will be handled in accordance with the existing practices under the Collective Bargaining Agreement, including the Student Mechanic Program provisions.
- 9. This Agreement may be cancelled by either party upon ninety (90) days written notice.

Please indicate your concurrence by signing and returning one copy for our files.

Sincerely,

Patricia A. Street

I CONCUR:

D. E. Grissom
 D. E. Grissom, Int'l Representative-BRC

8-20-10
 Date

Fred J. Fink
 F. J. Fink, Int'l Representative-TWU

G. A. Maslanka
 G. A. Maslanka, Director Railroad Division -- TWU

APPROVED:

R. A. Johnson
 R. A. Johnson, General President