



Labor Relations Department
6735 South Point Dr. South
Jacksonville, Florida 32216

CSX File No: 5064-04

Mr. J. E. Lesniewski
United Transportation Union
11363 San Jose Boulevard
Jacksonville, FL 32223

John Hancock
United Transportation Union
3560 Cardinal Point Drive - Suite 104
Jacksonville, FL 32257

Jim Townsend
United Transportation Union
1319 Chestnut Street
Kenova, West Virginia 25530

Johnny Willis
United Transportation Union
1244 Cole Creek Road
Dallas, Georgia 30157

Randy Pullen
United Transportation Union
3560 Cardinal Point Drive – Suite 103
Jacksonville, FL 32257

January 5, 2011

Dear Mr. Lesniewski,

This refers to your letter dated November 12, 2010, concerning the revised T&E Availability Standards which were implemented July 30, 2010. In that letter you requested a 180 day forgiveness period for employees to work off “warning” letters.

It was concluded after our review that allowing an employee the ability to work off a minimum availability warning letter after every 180 day calendar day period they comply with the Attendance Policy is consistent with the Company’s intention for the Policy. This change will be implemented effective January 1, 2011 as follows;

- If an employee is in active service for 180 calendar days without another availability-based incident, one minimum availability warning letter issued under the absenteeism policy shall be dropped from consideration when applying the policy.

- If an employee is in active service for an additional 180 calendar days without another availability-based incident, a second minimum availability warning letter issued under the absenteeism policy shall be dropped from consideration when applying the policy.
- Once an employee has been assessed discipline under the absenteeism policy they will no longer be eligible to have minimum availability warning letters removed from consideration
- Discipline incidents that are outside the three year policy timeline or are dropped from consideration by applicable agreement rules will not be considered when determining eligibility.

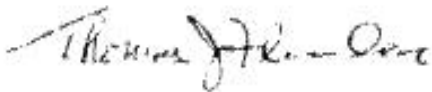
A system notice will be issued in the next few days laying out these changes.

The T&E Availability Standards and any amendments thereto are not to be construed as a collective bargaining agreement and are subject to unilateral change by the Company.

Sincerely,



David W. Ingoldsby
Assistant Vice President Labor Relations



Thomas Flanley
Assistant Vice President Crew Management

Cc: S. E. Crable, CSXT Vice President Labor Relations
Myron Becker, CSXT Director Labor Relations
S. Macedonio, Jr., CSXT Director Labor Relations
J. Previsich, UTU Vice President