

M. B. FUTHEY JR.  
President, Transportation Division

JOHN PREVISICH  
Assistant President, Transportation Division

KIM N. THOMPSON  
General Secretary and Treasurer,  
Transportation Division

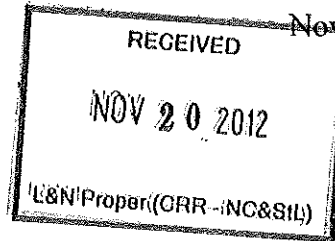


24950 COUNTRY CLUB BLVD., STE. 340  
NORTH OLMSTED, OHIO 44070-5333  
PHONE: 216-228-9400 • FAX: 216-228-5755  
www.utu.org

## Transportation Division

### FILED ELECTRONICALLY

Ms. Jo Strang  
Associate Administrator for Safety  
Federal Railroad Administration  
1200 New Jersey Avenue, SE  
Washington, DC 20590



November 13, 2012

Re: UTU's comments on CSXT's Part 242  
Conductor Certification submission

Dear Ms. Strang;

At the outset, the UTU strongly urges FRA to reject CSXT's entire Part 242 Conductor Certification Plan (Plan). In justification of this request, we will identify and comment on some of our major concerns with the Plan. First, the CSXT's did not address each of the sections of the Part 242 Conductor Certification regulation. Our members, who are CSXT's employees, are entitled to know how the Carrier intends to administer each section. They should not be surprised or required to second-guess any of the requirements or procedures CSXT may intend to impose.

Through the development of the Plan, it was an opportunity for CSXT to foster improved relations with its employees and the UTU, who are the real stakeholders and on-property recipients of the Plan. CSXT failed miserably in this arena. Our General Chairmen would have welcomed ongoing direct interaction with the CSXT officials responsible for the contents of the Plan. Unfortunately, CSXT did not confer, consult, or meet with our General Chairmen. The General Chairmen did not see the Carrier's final Plan until after it was published and filed with the FRA. All of the CSXT's proposed Plan(s) filed with the FRA lacked input from the General Chairmen and employees. Rather, the Carrier made the unilateral decision to task FRA with the unofficial role as "mediator" in the discussions concerning appropriate provisions of Plans, and the numerous safety and collective bargaining agreement applications involved therein.

A quick read of the Plan reveals CSXT's self-serving agenda. Their agenda is rooted in cost reductions for the Carrier through the "gutting" of the employees' collective bargaining agreements and the restriction of the conductors' seniority rights. It goes without saying; the Plan's main focus should have been on increased safety through the development of comprehensive and workable conductor certification conditions. It is obvious to the undersigned why the CSXT elected not seek any input from the General Chairmen. CSXT is attempting to dupe FRA into granting terms and conditions the Carrier has failed to achieve at the bargaining table.



In light of the fact that the Carrier in its Part 242 submission is attempting to secure terms and conditions that they failed to achieve at the bargaining table, the UTU believes it would be prudent that FRA include the following language in their approval of any Plan, thereby reinforcing Part 242.5 of the Regulation:

*“This program does not amend or supersede the Collective Bargaining Agreements with labor organizations representing the carrier's railroad conductors, or where more restrictive contractual practices or provisions exist pertaining to train crewing, training, territorial familiarization, or other negotiated terms conjoined with this part.”*

The UTU is very concerned on how the CBAs and longstanding practices will interface with the terms and conditions CSXT is attempting to achieve through the approval of its Part 242 Plan. We would like to provide the Agency with several examples of conflict. In Section 2-1 of the Carrier's submission, paragraph **B. (1) Territorial Qualifications**, they state the following:

*“Before a certified conductor operates on a territory over which he/she has never operated, he/she must make at least one trip with a territory qualified conductor or transportation manager, via simulator, or other appropriate tools or equipment, such as job aids, light locomotives, hi-rail equipment, observation cars, etc. The number of trips required, on a train, via simulator, or using other tools or equipment, will be determined by the transportation manager and will take into consideration whether the territory over which the person is being trained demands greater knowledge than the conductor has experienced in the past. The conductor will be administered a physical characteristics test in written or electronic form for the territory on which he/she is being considered for qualification. The conductor will be considered qualified over the territory once he/she has completed any required number of trips, on a train or via simulator or using other appropriate tools or equipment and has passed the physical characteristics test.”*

The use of job aids, tools, equipment and simulators (which are nothing more than a high-tech job aid) is only applicable to other than main track operations. This section is in direct conflict with the CBA. Moreover, it ignores the specific requirements of Part 242.301(c)(1), and (2), which differentiates between **Main Track** and **other than Main Track** situations and provides for the following:

*“(c) Except as provided in paragraph (e) of this section, if a conductor lacks territorial qualification on main track physical characteristics required by paragraph (a) of this section, he or she shall be assisted by a person who meets the territorial qualification requirements for main track physical characteristics.”*

*“(1) For a conductor who has never been qualified on main track physical characteristics of the territory over which he or she is to serve as a conductor, the assistant shall be a person who is certified as a conductor, meets the territorial qualification requirements for main track physical characteristics, and is not an assigned crew member.*

*“(2) For a conductor who was previously qualified on main track physical characteristics of the territory over which he or she is to serve as a conductor, but whose qualification has expired, the assistant may be any person, including an assigned crewmember other than the locomotive engineer so long as serving as the assistant would not conflict with that crewmember’s other safety sensitive duties, who meets the territorial qualification requirements for main track physical characteristics.*

*“(d) If a conductor lacks territorial qualification on other than main track physical characteristics required by paragraph (a) of this section, where practicable, he or she shall be assisted by a person who is a certified conductor and meets the territorial qualification requirements for other than main track physical characteristics. Where not practicable, the conductor shall be provided an appropriate up-to-date job aid.”*

Furthermore, Section 2-1 of the Carrier’s submission, paragraph **B. Territorial Qualifications**, fails to provide for input from the conductor being qualified. Nor does this section permit consultation with his/her union representative and the transportation manager to jointly determine the number of trips with a qualified conductor/pilot that may be needed or required. Both of these conditions are prevalent today and must be preserved. Also, with regard to the language “... *one trip with a territory qualified conductor or transportation manager, ...*”, conductor/pilot work is the work of territory-qualified conductors working in the train service craft. Pursuant to the CBA, it is not the work of transportation managers, non-craft employees, contractors, or engine service craft employees (engineers) who may, or may not, be similarly qualified for the territory in question. And, the “... *one trip...*” scenario is unreasonable in light of the complexity of many of CSXT’s operations.

Section 2-1 of CSXT’s submission is clearly at odds with the parties negotiated CBA, which provides for qualifying trips. Please review the following contract language from the Northern Mid-Atlantic District Agreement, Article V – Qualifying/Training, B. We quote in part the controlling language:

*“B. An unqualified conductor who is entitled to a pilot under the terms of paragraph (A) above will be furnished a qualified pilot from the appropriate conductor’s extra list, or will be allowed to make the necessary qualifying trips without loss of compensation. The maximum number of piloted trips will be determined by the local officer in concurrence with the local chairman as to the number of trips necessary to qualify over the territory given the employee’s level of experience and the complexity of the terrain to be traversed. In the absence of concurrence, the conductor requiring qualification trips (or a pilot) will be given a minimum of five (5) qualifying trips and the matter immediately elevated to the Carrier’s Highest Designated Officer and UTU General Chairperson for resolution of additional qualifying trips that may be necessary under the circumstances. In any event, however, it is recognized that the Carrier holds the responsibility to determine qualifications and, as such, the Carrier’s HDO will hold the final word on the number of compensated qualifying trips to be allowed.”*

Additionally, Conductors who may not be familiar with the territorial characteristics on CSXT’s former B&O Lines territory are entitled, pursuant to the CBA, to be assisted by a qualified train service craft pilot called off the appropriate Conductors’ Extra List.

The UTU takes great exception to the following language in paragraph B, 1 of CSXT’s submission:

*“The conductor will be administered a physical characteristics test in written or electronic form for the territory on which he/she is being considered for qualification. The conductor will be considered qualified over the territory once he/she has completed any required number of trips, on a train or via simulator or using other appropriate tools or equipment and has passed the physical characteristics test.”*

The above language is a direct violation of the CBA and unduly restricts the rights of conductors to promptly exercise seniority to assignments of their choosing. Conductors must pursuant to the CBA, be permitted to exercise their seniority to assignments that they may not be territory qualified for. And, in turn, must be immediately furnished a territory-qualified conductor/pilot to assist them until such time as they pass the physical characteristic test.

In paragraph **B. (2) Territorial Qualifications**, of the Carrier’s submission, the CSXT states the following:

*“Before a certified conductors operates on a territory over which he/she has been absent for a period of two or more years, the conductor will receive a briefing specific to the territory or be required to participate in one or more trips with a qualified employee or a transportation manager, via a simulator, or using other appropriate tools or equipment such as job aides, light locomotives, hi-rail equipment, observation cars, etc.*

*The number of trips required on a train, via simulator, or using other tools or equipment, will be determined by transportation manager and will take into consideration factors such as the difficulty of the territory, the length of time the conductor has been absent from the territory, and the amount of time the conductor worked on the territory. The transportation manager must approve the certified conductor's return to the territory and may make approval subject to conditions as he/she deems necessary such as on-the-job training, qualifying road trips, etc. The conductor will be considered qualified over the territory once he/she has completed any required number of trips, on a train or via simulator or using other appropriate tools or equipment and has passed the physical characteristics test."*

The UTU finds the "absent for a period of two or more years" from a territory time frame excessive. As such, the time frame must be shortened to one year or less, depending on the complexities of the territory, and the experience level of the conductor. In regards to the term "qualified employee", pursuant to the CBA, it must be limited to a territory-qualified conductor from the train service craft. It should not mean or imply a transportation manager, non-craft employee, contractor, or engine service craft employee (engineer) may supplant for a train service qualified conductor/pilot.

The following language in Section 2-2 B (2), of CSXT's submission is not in compliance with the requirements set forth in Part 242.301, (c), (1) and (2) and denies the conductor of the contractual benefit of a territory qualified train service conductor/pilot to assist him/her during the on-the-job main track familiarization:

*"...the conductor will receive a briefing specific to the territory or be required to participate in one or more trips with a qualified employee or a transportation manager, via a simulator, or using other appropriate tools or equipment such as job aides, light locomotives, hi-rail equipment, observation cars, etc. The number of trips required on a train, via simulator, or using other tools or equipment, will be determined by transportation manager ..."*

In regards to the following language in B (2) of the Carrier's submission, we find it in direct violation of the CBA and Part 242.301, (c), (1) and (2). We quote from CSXT's submission:

*"The transportation manager must approve the certified conductor's return to the territory and may make approval subject to conditions as he/she deems necessary such as on-the-job training, qualifying road trips, etc. The conductor will be considered qualified over the territory once he/she has completed any required number of trips, on a train or via simulator or using other appropriate tools or equipment and has passed the physical characteristics test."*

The above language is a direct violation of the CBA and Regulation. First off, it unduly restricts the rights of conductors to promptly exercise seniority to assignments of their choosing. Conductors must be permitted upon demand to exercise their seniority to assignments they may not be territory qualified on. However, upon taking up service on the assignments, they must be furnished at a minimum, a territory-qualified conductor/pilot to assist them until such time as they pass the physical characteristic test. The use of “...a briefing...job aids, ...simulator or using other appropriate tools or equipment” for Main Track familiarization is prohibited by the Regulation.

In light of the various complexities and the physical characteristics found on the CSXT, we believe Section B, *Territorial Qualification* of Carrier’s submission must be amended to provide conductors with the option of being assisted by a territory qualified conductor/pilot if they have not traversed the territory during the previous twelve months or less. And, it would be mandatory that conductors be provided a qualified conductor/pilot if they have not traversed the territory in more than twelve months. A territory qualified transportation manager may determine, but subject to the CBA, the number of familiarization trips a conductor will have the assistance of a qualified conductor/pilot, but only after consultation with the employee and his/her union representative.

The other concern we have is with the following language in paragraph, B, 2 of the Carrier’s submission:

*“Territorial Qualification: ...The conductor will be considered qualified over the territory once he/she has completed any required number of trips, on a train or via simulator or using other appropriate tools or equipment and has passed the physical characteristics test.”*

The aforementioned language is a sure-fire recipe to restrict the seniority rights of conductors. If a conductor has seniority rights to an assignment, but is not qualified for the territory, he/she must be permitted to exercise those rights immediately upon his/her request, and be accompanied by a territory-qualified conductor/pilot to assist on the territory. The only role the “*transportation manager*” should play is, after consultation with the conductor, determine if he/she is deemed qualified and no longer needs a territory qualified conductor/pilot to assist. The Regulation, nor the approval of CSXT’s Part 242 Plan, should interfere with the seniority rights of conductors.

The UTU must take exception to CSXT’s use of *hi-rail equipment, observation cars, simulators, or using other similar devices or equipment*, in lieu of a locomotive for physical characteristics familiarization trips. In real life, the conductors will be traversing the route seated in the operating cab of a locomotive coupled to a tonnage train. They will make their decisions based on what they view from their vantage point in the locomotive, not the seat of a hi-rail vehicle, observation cars, simulators, other similar devices or equipment. We have experienced hi-rail familiarization trips and find them unacceptable. Carriers routinely pack 6 to 8 employees into a hi-rail vehicle (4-door truck or Suburban type vehicle).

The employees in the front seat of the hi-rail vehicle have a clear view of the surroundings and route ahead, but the employees in the back seats have a clear view of the back of the heads of the employees seated in front of them, and if lucky, maybe a view of the surroundings from a side window. This hardly makes for meaningful familiarization trips that provide the conductors with realistic, "seat-of-the-pants" knowledge of the physical characteristics of the territory.

In Section 2-2 Paragraph C of the CSXT's submission, they state the following:

*"C. Changes such as the introduction of new technology, or rule books will be addressed through the on-going educational programs described in Section 2A.*

*If there are significant changes in operations, including alternation in the territory over which conductors are authorized to work or new territory, CSXT may elect to use hi-rail equipment, observation cars, light locomotives, simulators or other similar equipment or devices to permit the conductor to initially observe and experience the physical characteristics of the territory. Following this initial training, the conductor may be tested on the operating instructions and physical characteristics pertaining to track speeds, methods of operation, timetable special instructions and/or other unique characteristics of that territory."*

The UTU has several issues with Paragraph C, above. Often times the introduction of new technology requires a collective bargaining agreement negotiated between the parties. For example, the introduction of Remote Control Locomotives (RCL) technology required a National Agreement (UTU 2002 National RCO Agreement). And, it resulted in numerous on-the-property RCO implementing agreements on the respective carriers. The RCO implementing agreements negotiated between Labor and Management on each property addressed the implementation schedule for the new technology, trainer qualifications, training curriculum, compensation and training schedules for the trainmen. As such, FRA's approval of CSXT's Part 242 submission must not usurp the UTU's active role in consummating agreements with the carrier to address new technology.

The second paragraph in Section 2-2 Paragraph C of CSXT's submission is not compliant with the specific mandates of Part 242.301(c)(1), and (2), which differentiates between the specific training/familiarization requirements for Main Track versus other than Main Track situations. Normally, when conductors traverse a new or different segments of the railroad that historically have not been part of that railroad's lines, or additional territory is added as the result of mergers/acquisitions, significant changes in the runs, such as, but not limited to, interdivisional run service, it requires an implementing agreement between Labor and Management. These agreements normally address training and familiarization on the new or added territory. Therefore, it is the UTU's position that the aforementioned matters must remain the result of negotiations between the parties, but the conditions must be regulatory compliant, instead of mandates imposed on the conductors via the approval of the CSXT's Part 242 Plan.

In “SECTION 4: TRAINING, TESTING AND EVALUATING PERSONS NOT PREVIOUSLY CERTIFIED” of CSXT’s submission addresses several matters that are rooted in the collective bargaining agreements. UTU has concerns with FRA approving those portions of the Carrier’s Part 242 submission that pertain to the number of retests conductor trainees may be entitled to, the retest schedules and the termination of conductors who fail exams, quizzes, evaluations, etc. These matters must remain rooted in the collective bargaining agreement, thereby protecting the conductors’ contractual rights. The UTU understands that conductors, who fail regulatory required exams, may not work in the capacity of a conductor unless he/she is assisted or under the direct supervision of a qualified conductor/pilot. However, it also must be understood that these individuals may work other train service positions, such as, but not limit to, switchman helper or brakeman, etc., which do not require Part 242 certification. In light of the aforementioned, the UTU requests that FRA not approve those portions of CSXT’s Part 242 submission that pertain to the number of retests permitted, retest schedules and the termination of conductors who fail exams, quizzes, evaluations, etc.

Under “SECTION 6: PROCEDURES FOR ROUTINE ADMINISTRATION OF THE CONDUCTOR CERTIFICATION PROGRAM”, page 4, paragraph: (K) Use of Assistants on Main Track, CSXT makes reference to *“the assistant will be a person who is certified as a conductor, meets the territorial qualification requirements...”* Under the current collective bargaining agreements, the *“assistant”* must be a conductor/pilot who is a train service employee working in the train service crafts as a conductor, brakeman, switchman, etc. The conductor/pilot must be a certified conductor and possess the territorial qualifications requirement for the main track physical characteristics. A train service conductor/pilot must be called as a pilot to assist the unqualified conductor pursuant to the applicable CBA vacancy procedures. There are no provisions to call other employees, who may have similar qualifications, such as, but not limited to: managers, officials, non-craft employees, engineers or contractors, for the conductor/pilot service. For the Agency to authorize via approval of CSXT’s Part 242 Plan, that *“the assistant will be a person”* other than a train service craft employee defined herein, or permit the substitution of *“simulator or using other appropriate tools or equipment”* in lieu of a qualified train service conductor/pilot, would not be in keeping with the clear intent of § 242.5 Effect and construction and § 242.301(c)(1), and (2), of the Regulation.

In Section 6 (K), the CSXT coins a new phrase *“regularly traversed”* that lacks a definition in the Regulation. CSXT defines, *“...‘regularly traversed’ means the employee has not worked a position that enabled him/her to observe the territory at least 1 time in the previous 24 months.”* This actually means a conductor could feasibly work a territory one time in his/her career 23 months earlier and be deemed by CSXT almost two years later as *“qualified”* over the territory. This is not reasonable, nor is it in keeping with the intent of Regulation. As such, the 24-month time period cited by CSXT must be reduced to one year or less, contingent on the complexity of the territory and territorial skill levels of the individual conductors involved.



In several locations throughout the CSXT's submission, they make reference to "*prior safety conduct*" in regards to whether employees are eligible for conductor certification or re-certification. CSXT fails in some references to tie this "*safety conduct*" to the decertification events found in 49 CFR Part 242.403 (e), (1 – 12). As such, we must insist that FRA make it very clear to CSXT that only the matters involving 49 CFR Part 242.403 (e), (1 – 12), are safety conduct that can be considered with respect to certification or re-certification. Said differently, we do not want CSXT to have the ability to deny certification or re-certification to an employee because he/she may not of had his/her safety glasses on, stepped on a rail, dismounted a moving car or stepped off a locomotive incorrectly with his/her bag, etc. That was never the Regulation's intent, nor its charge.

The option in Part 242.310(d) to provide a "*job aid*" in lieu of "*a certified conductor*" is only available to the Carrier when it is "*not practicable*" to provide an assisting person. Part 242 does not define "*not practicable*". The Organization contends that the standard of "*practicable*" must be limited to the availability of an employee to fulfill the role. "Not practicable" does not mean not convenient. Nor does it mean select the cheaper avenue; if that was the intent, it could have easily been stated in the Regulation. Applying a different standard will only lead to avoidance, CBA violations and manipulation of the Regulation.

The FRA's best efforts can go awry when left to a carrier's antics. For example, a Class 1 carrier filed for approval of its 49 CFR Part 218 Plan, and FRA approved it. To date, neither the carrier, nor FRA has ever provided the UTU or the BLET with a copy of that carrier's proposed or approved Part 218 Plan. Unbeknownst to the two Labor Organizations and probably FRA, the carrier slipped a condition into their Part 218 Plan that, according to them, permits them to terminate an engineer without a hearing or right of appeal under the CBA or Regulation if he/she fails an exam on the third attempt. That Class 1 carrier's "approved" 218 Plan obviously violates the BLET's system-wide Discipline Rule and other CBAs. In March 2012, the Class 1 carrier terminated an engineer for just that reason; he failed a computer-based exam on the third attempt. It is noteworthy that this same engineer, who was hired in 1998 as a conductor, successfully passed the all of the extensive written new hire and conductor training exams, the written engineer training programs exams, written biennial and annual rules exams during his fourteen years of tenure. When the General Chairman appealed this engineer's wrongful termination, the Class 1 carrier immediately hid behind the Regulation stating: "*...Claimant was not dismissed as the result of discipline and therefore none of the rules cited by the Organization apply.*" The Class 1 carrier further stated the following "*... FRA49CFR218.95 mandates resulted in self-executing termination of Claimant's employment.*" We are sure that the FRA is cognizant of the fact that 49 CFR Part 218.95 contains no such condition. Nor was it the FRA's intent to eliminate the engineer's rights of appeal under the CBA and/or Regulation. The point being, in light of the aforementioned antics, it appears that CSXT may be attempting to use the same trick to abrogate the CBA by seeking FRA approval of their overreaching Part 242 Conductor Certification Plan. We must caution FRA from approving anything from CSXT that may be construed as "*trumping*" the CBA.

The UTU must error on the side of caution because of our prior negative experience pertaining to the FRA approved carrier plans. The situation reminds us of an old adage: *"fool me once, shame on you, fool me twice, shame on me."* Or, said differently, the UTU shall use every avenue at its disposal to protect its CBAs. Particularly, when the UTU through good-faith efforts, along with FRA and the nation's Carriers participated in the RSAC Working Group process to develop the Part 242 language, of which 98% of the final language is "consensus language" from the Group.

Subparts of the CBA and on-property longstanding practices and policies address certain territories and designate under certain circumstances the minimum number of familiarization trips to be taken. Examples of this can be found in on-property Interdivisional run (IDR) agreements, merger and/or acquisition implementing agreements. In other circumstances, territorial familiarization may be by mutual commitment between the local managers and the local union representatives, who take into account the conductors' skill levels and complexity of the territory. The IDR, merger and/or acquisition agreements specifically spell out the minimum number of trips required and provide for an expedited schedule to accomplish the trips. The terms in CSXT's submission, if approved, may unnecessarily negate this time-test process, thereby creating obstacles and delays for conductors to exercise their seniority rights.

The elements completely lacking in the Carrier's Part 242 submission are the input from the individual employees and the local union representatives regarding the number familiarization trips that may be needed with the assistance of a conductor/pilot. Under the current longstanding agreements, policies and practices, if a conductor advises of a need for familiarization, a qualified conductor/pilot assists him/her until territory familiarization is complete. Clearly, both management and labor benefit from this conductor familiarization procedure that is time-tested over eight decades and works. As such, the Agency must ensure in their approval of the CSXT's Plan that this process is preserved.

The Organization will continue to review the Carrier's Part 242 submission to FRA and reserves the right to address any items, which are deemed to be in conflict with the CBA and/or Part 242 Regulation.

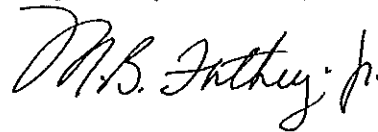
The UTU absolutely disagrees that the Carrier has any right under existing Agreements and practices to implement their proposed changes in working conditions. The Railway Labor Act, as amended, places an affirmative duty on the parties to "make and maintain agreements". The Part 242 Regulation does not "trump" the Railway Labor Act and the agreements consummated there under.

Additionally, the Carrier has acquired no rights under Part 242 to unilaterally promulgate changes to the working conditions not specifically mandated in the Regulation. As such, we respectfully request that FRA reject the CSXT's submission on the grounds that it is not in keeping with the clear and unambiguous intent of the Regulation and controlling collective bargaining agreements.

With that said, and in the interest of safety, along with FRA's vested authority over Part 242, we respectfully request the Agency to give considerable weight to our comments and concerns during its approval process of any Part 242 Plan(s) filed by CSXT.

In closing, we readily acknowledge the unfortunate situation created by the CSXT's unilateral filing of its Plan(s) without any meaningful consultation or the inclusion of the employees' designated representatives. In our mind, it telegraphs a lack of commitment on CSXT's part for an effective safety oriented Part 242 Plan. Moreover, it has resulted in a Plan authored solely by the CSXT that is long on savings for the carrier, and short on adequate training and safeguards for the employees, which puts the industry and public at risk. As such, in absence of a Plan from CSXT, which stresses training and is regulatory compliant, while at the same time has minimal impact on the CBA, the FRA should exercise its statutory authority to author a Conductor Certification Plan focused on improvements in training, regulatory compliance and is collective bargaining agreement neutral (Part 242.5).

Respectfully submitted,



M. B. Futhey, Jr.  
International President

cc: Joseph Riley, FRA Director of Certification  
Robert Lauby, FRA Deputy Associate Administrator  
Douglas Taylor, FRA Director of Operating Practices  
John Previsich, Assistant President, UTU  
James Stem, National Legislative Director, UTU  
Kevin Brodar, General Counsel, UTU  
Jeff Weisbarth, Director Members Services, UTU  
John Babler, International Representative, UTU  
Steven Mavity, General Chairperson, UTU  
John Whitaker, General Chairperson, UTU  
James Townsend, General Chairperson, UTU  
Edward Weathers, General Chairperson, UTU  
James Darby, General Chairperson, UTU  
Rodney Brown, Director Transportation Training – CSXT  
Tom Wolfe, Assistant Vice President, PTC – CSXT  
Monika Burris, Manager Certification II - CSXT