



Randy Pullen,
General Chairman

united

J.R. Townsend,
General Chairman

John Whitaker,
General Chairman

transportation

J.R. Willis,
General Chairman

union

November 3, 2011

UTU File: CSRA Article 23, Section 1

Mr. Myron Becker
Director of Labor Relations
CSX Transportation, Inc.
6735 South Point Drive S, J-455
Jacksonville, FL 32216

Dear Sir:

Please refer to our recent discussions concerning the designation of Nashville, Atlanta and Augusta yard extra boards as RCO only boards effective October 22, 2011. It was clear from our discussions that the conditions of Article 23, Section 1, of the CSRA was not met prior to this action by the Carrier.

- A.1. *At locations where Remote Technology is implemented an adequate number of Trainmen will be provided training so as to be qualified in the operation of such technology. All Trainmen occupying the GEB where RCO Technology is implemented must be RCO qualified. The appropriate yard Local Chairman and local Company Officer will cooperate to determine the appropriate number or RCO qualified employees needed, identity the employees to be qualified and arrange training to address the qualification issue as promptly as possible.*
- D.1. *Sufficient training will be conducted to ensure all yard service trainmen have been given an opportunity to attend RCO training prior to designating the extra boards RCO Qualified Only. Should there be a problem concerning qualifying trainmen in RCO, the General Chairman and the HDO will meet to discuss and resolve the problem.*

In the Carrier's application of the above, the Local Chairmen at Nashville, Atlanta, and Augusta were simply told that the yard extra boards were to be made RCO only and were not allowed any input regarding the designation. This could hardly be considered cooperation as provided by Section 1, A.(1) of Article 23 of the CSRA. Nor were all yard service trainmen given the opportunity to attend RCO training as provided by Section 1, D(1).

It does not appear that training had been afforded to all yard employees at these locations as per the intent of the agreement. Junior yardmen not yet offered RCO training were forced to road assignments and road trainmen previously qualified in RCO were forced to the yard.

Clearly sufficient training had not been conducted at these locations prior to designating the yard extra boards to insure that all yard service employees were given an opportunity to qualify as required by the Agreement.

Based on the above, it is clear that yardmen are not being trained in sufficient quantities at these and other locations as required by the Agreement.

Had the Carrier been concerned about not being able to fill RCO positions, Article 23 makes provisions to insure that RCO positions can be filled; making the recent action of forcing employees from road positions unnecessary.

E. Qualified RCO Trainmen will not be permitted to vacate an RCO assignment when there are no other qualified RCO Trainmen available to protect the assignment unless the RCO assignment is abolished and the Trainman is unable to secure another RCO position.

It also appears that many assigned road employees were forced to RCO positions from the freight pool which would be in violation of Article 11, Section 2 (D).

D. Any unfilled position, not listed on any Trainman's EBA, will be filled by the extra board for one week, and if it is not claimed by a Trainman on the next Job Adjustment Day, it will be filled by the junior unassigned Trainman at the supply point.

We have also provided both your offices and CMC of numerous instances of where senior trainmen were forced to RCO positions while junior RCO trainmen were allowed to remain in road service or on conventional yard jobs.


Again, we find it difficult to explain to our membership why we would enter into any future agreements with the Carrier when it is clear that the Carrier simply cannot act with the good faith intent of the Agreement.

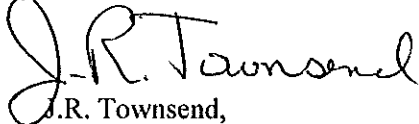
Mr. Myron Becker
November 3, 2011
Page 3

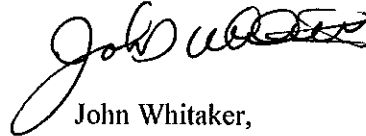
Re: CSRA Article 23, Section 1

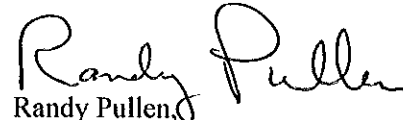
Based upon the Carrier's failure to comply with the provisions of the CSRA for the filling of vacancies under Article 11 and Article 23, those employees forced as a result thereof must be immediately returned to their former positions and the designation RCO yard extra boards be rescinded until the provisions of Article 23 can be fully complied with.

Very truly yours,


J.R. Willis,
General Chairman - L&N


J.R. Townsend,
General Chairman - C&O


John Whitaker,
General Chairman - SCL


Randy Pullen,
General Chairman - A&WP

JRW:emd