



Transportation Division

March 23, 2018

TO: All SMART – TD Local Chairpersons

Dear Brothers and Sisters:

The purpose of this letter is to address the many rumors circulating over the property regarding SMART TD's involvement with the Carrier over the hourly agreement.

First, it is no secret that former CEO Hunter Harrison was a huge supporter of the hourly agreement. In fact, once Mr. Harrison found out he was not permitted to be released from National Bargaining, he made it clear CSX would withdraw from the next national bargaining session to pursue an hourly agreement with all T&E Organizations.

Second, even before the National Agreement was ratified, the BLET made it formally known they were trying to negotiate an hourly agreement with CSX but ultimately the negotiations failed. As we understand it, the BLET and CSX have recently revisited the hourly agreement.

Third, SMART General Committees' received multiple comments from CSX Labor Relations about Mr. Harrison's vision to have hourly agreements in place to finalize his plan for a precision scheduled railroad. The most recent attempt by CSX to discuss the hourly agreement came after a meeting with CSX which included COO Ed Harris, Executive VP and CAO Mark Wallace, VP of Labor Relations Zach Jones, Assistant VP Sam Macedonio, and a few other labor relations managers. After we voiced our concerns with Mr. Harris, labor relations asked the Committees' to stay after Mr. Harris's departure to provide examples of our concerns on the property. During our discussions, labor relations asked us to view a presentation on the hourly agreement but the meeting ended without much discussion on the hourly agreement.

Nonetheless, we explained that we were not opposed as a group to discuss the Agreement further at a later date and time. Consequently, meetings were scheduled for March 21, 2018, and March 22, 2018, to discuss the hourly agreement in more detail. During the meetings, we discussed the concepts of the hourly agreement, the benefits and the impact on the membership.

That said, we have not been formally approached by CSX to negotiate an hourly agreement. If you hear anything otherwise, it is false. Should the undersigned Committees be formally contacted with a request to negotiate an hourly agreement, the first to be notified will be the Local Chairmen of our Committees. Until then, you can be rest assured that no hourly agreement negotiations will be entertained by the undersigned SMART TD General Committees.



Trusting this satisfies the membership's inquiries about the hourly agreement; I remain,

Fraternally yours,



Jeremy Ferguson, SMART - TD Vice President



Dale Barnett, SMART - TD General Chairperson (former L&N System)



James Darby, SMART - TD General Chairperson (former A&WP System)



Jaime Modesitt, SMART - TD General Chairman (former B&O System)



Travis Raynes, SMART - TD General Chairperson (former C&O Proper System)



JD Whitaker, III, SMART - TD General Chairperson (former SCL System)

