

C S X T R A N S P O R T A T I O N
JULY 9, 2021

HEADQUARTERS SUB SYSTEM NOTICE 109

TO: T&E CREWS AND ALL CONCERNED
SUBJECT: ENTITLEMENT BUY-BACK
EFFECTIVE: 2359HRS, JULY 9, 2021

ITEM 1 - ENTITLEMENT BUY-BACK

CSXT IS OFFERING ACTIVE TRAIN SERVICE EMPLOYEES WORKING AT ALL LOCATIONS ON THE EFFECTIVE DATE OF THIS NOTICE, AN OPPORTUNITY TO SELL BACK 2021 VACATION WEEKS SCHEDULED FROM JULY 19, 2021 THROUGH DECEMBER 31, 2021.

VACATION WEEKS MAY BE SOLD BACK IN WEEKLY INCREMENTS AND WILL BE PAID AT 150% (LESS ALL APPLICABLE DEDUCTIONS). THIS OFFER IS STRICTLY VOLUNTARY. PARTICIPANTS MUST REMAIN AVAILABLE FOR WORK DURING THE VACATION PERIOD SOLD. NO PERSONAL LEAVE OR SINGLE DAY VACATIONS WILL BE GRANTED TO PARTICIPANTS DURING THE VACATION PERIOD. THE VACATION PAY INCENTIVE (50% ABOVE BASE RATE) WILL BE DEDUCTED FOR ANY DAY(S) AN EMPLOYEE IS UNAVAILABLE FOR REASONS OTHER THAN REST DAY(S) OR RSIA DAY(S). WE ARE ALSO OFFERING TO BUY-BACK DAILY AND PERSONAL LEAVE DAYS AT 150%, FOR THE PERIOD OF JULY 12, 2021 THRU DECEMBER 31, 2021.

THE SCHEDULING OF DAYS WILL BE BASED ON THE APPLICABLE COLLECTIVE BARGAINING AGREEMENT. THE FORM BELOW WILL NEED TO EMAILED NO LATER THAN 72 HOURS BEFORE THE DATE SO THAT WE CAN REMOVE THE ENTITLEMENT AND THE EMPLOYEE CAN REMAIN AVAILABLE. PLEASE SCHEDULE THE DATE AS YOU NORMALLY WOULD. REQUEST LESS THAN 72 HOURS REQUIRES APPROVAL FROM THE CREW MANAGEMENT CENTER.

THE BUY-BACK ENTITLEMENT WILL BE PAID UNDER THE FOLLOWING CODES:

- VB - WEEKLY & DAILY VACATION
- LB - PERSONAL LEAVE

INTERESTED TRAIN SERVICE EMPLOYEES SHOULD FILL OUT THE APPLICATION LISTED BELOW AND RETURN USING ONE OF THE METHODS BELOW TO THE CREW MANAGEMENT CENTER:

EMAIL APPLICATION TO CMC_FORMS@CSX.COM

APPLICATION TO SELL BACK 2021 WEEKLY VACATION ENTITLEMENTS

DATE: _____ DATE: _____ DATE: _____
DATE: _____ DATE: _____ DATE: _____
DATE: _____ DATE: _____ DATE: _____

PERSONAL LEAVE SELL BACK REQUEST

DATE: _____ DATE: _____ DATE: _____
DATE: _____ DATE: _____ DATE: _____
DATE: _____ DATE: _____ DATE: _____

I UNDERSTAND THAT I AM MAKING AN IRREVOCABLE ELECTION TO SELL BACK THE VACATION WEEK (S) AT 150% OF THE ENTITLEMENT (LESS ALL APPLICABLE DEDUCTIONS). I MUST REMAIN AVAILABLE FOR WORK AT THE LOCATION DURING THE ENTITLEMENT PERIOD SOLD. ADDITIONALLY, THE ENTITLEMENT PAY INCENTIVE (50% ABOVE BASE RATE) WILL BE DEDUCTED FOR ANY DAY(S) I'M UNAVAILABLE DURING THE WEEK (S) SOLD EXCEPT FOR REST DAY(S), RSIA DAY (S)

NAME _____
ID NUMBER _____
TELEPHONE NUMBER _____
CRAFT _____
CURRENT SUPPLY POINT/LOCATION _____
EMPLOYEES SIGNATURE: _____

ISSUED BY CREW MANAGEMENT CENTER