

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**CSX TRANSPORTATION, INC.**

**AND**

**THE ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS – TRANSPORTATION DIVISION, REPRESENTING TRAINMEN, CONDUCTORS AND ENGINEER TRAINEES OF THE FORMER A&WP, C&O, L&N, NC&STL, AND SCL RAILROADS COVERED BY THE CONSOLIDATED SOUTHERN REGION AGREEMENT**

**REGARDING**

**ELIMINATION OF ENTRY RATES FOR PROMOTED CONDUCTORS AND ADAPTED ENGINEER TRAINEE COMPENSATION**

This Agreement is made and entered into by and between CSX Transportation, Inc. (CSXT) and the International Association of Sheet Metal, Air, Rail and Transportation Workers, Transportation Division (SMART-TD), pursuant to the Railway Labor Act, as amended, 45 U.S.C. § 151 et seq., with respect to Trainmen, Conductors and Engineer Trainees employed under the collective agreements covering the Consolidated Southern Region Agreement (*former A&WP, C&O, L&N, NC&StL and SCL railroads*).

Whereas, CSXT and SMART-TD wish to enable CSXT to better compete with other prospective employers in the rail and other industries in recruiting and retaining Trainmen and Conductors; and

Whereas CSXT and SMART-TD also wish to recognize the commitment to the service provided by current workforce and to further provide enhancements for those that will be summoned during the anticipated commencement of Engineer Training and apply an appropriate adjustment to Engineer Trainee compensation;

Therefore, CSXT and SMART-TD agree as follows:

- A. Effective upon implementation of this Agreement, all promoted Trainmen employees currently being compensated at less than 100% under the progressive entry rate scale and all new hire Trainman Trainees that are promoted following completion of Phase II on-the-job training, shall have their pay rate increased to 100% of the applicable pay rate.
- B. Firemen (*Helpers/Engineer Trainees*), except for L&N apprentice engineers covered by the terms of the BLET National Agreement pursuant to Side Letter #24 dated April 25, 2007, will be paid a minimum of six (6) basic days a week at the yard foreman rate of pay when they are actively participating in the Engineer Training Program and will be paid overtime at the pro-rata rate after 48 hours in the calendar week. All other provisions outlined in the applicable training agreement(s) remain unchanged.

- C. Effective within 30 days of execution of this Agreement, CSXT will pay each active Trainman and Conductor who is currently entitled to 100% of the applicable pay rate for present employees a lump sum retention bonus in the amount of \$2,000.00, less regular taxes and deductions. Trainman and Conductors who are out on military leave, bona-fide medical leave or pending appeal for reinstatement, will also receive the retention bonus within 30 days of them again becoming active.
- D. This Agreement shall be effective on the date signed and shall remain in effect until amended in accordance with the Railway Labor Act.

Signed this 23<sup>rd</sup> day of June 2022.

For SMART-TD:

Travis Raynes  
Travis Raynes  
General Chairperson

Joe D Bennett  
Joe Bennett  
General Chairperson

Brian Killough  
Brian Killough  
General Chairperson

For CSXT:

Jamie Boychuk  
Jamie Boychuk  
EVP Operations