

MEMORANDUM OF AGREEMENT (MOA)

BETWEEN

CSX TRANSPORTATION, INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

This will confirm the understanding reached on May 1, 2024, between CSX Transportation, Inc. ("CSXT" or "Carrier") and the International Association of Machinist and Aerospace Workers ("IAM" or "Organization") (jointly the "Parties") concerning modifications to the CSXT/IAM System Agreement dated October 31, 2012.

In order to encourage greater efficiency, the Parties agree that, subject to the approval of the General Chairman, *Rule 2 – Assignment of Shifts* may be applied as follows:

When one shift is employed, the starting time shall be between 5:00am and 9:00am local time, or as may be agreed upon at any shop by the Company and the Machinists local committee. The time and length of the lunch period shall be arranged by mutual agreement.

The remaining provisions of the rule will remain unchanged.

In addition, assignments will continue to be bulletined in accordance with *Rule 28 – Bulletin Rule*. However, there will be no prohibition against local management and the Local Chairman from agreeing to a rundown process to more expeditiously handle the bulletining and awarding of positions.

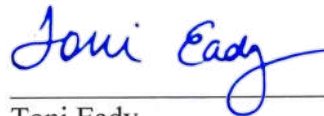
This agreement will remain in effect until modified by mutual agreement of the parties signatory hereto or in accordance with the provisions of the Railway Labor Act, as amended.

FOR THE ORGANIZATION:



Andrew Sandberg
President, Directing GC

FOR THE CARRIER:



Toni Eady
Sr. Manager, Labor Relations

MEMORANDUM OF AGREEMENT (MOA)

BETWEEN

CSX TRANSPORTATION, INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

This will confirm the understanding reached on May 1, 2024, between CSX Transportation, Inc. ("CSXT" or "Carrier") and the International Association of Machinists and Aerospace Workers ("IAM" or "Organization") (jointly the "Parties") concerning modifications to the CSXT/IAM System Agreement dated October 31, 2012 ("Agreement").

In order to address quality of life concerns for Machinists and to improve Carrier operational efficiencies, the parties agree to modify *Rule 1 – Hours of Service* and *Rule 2 – Assignment of Shifts* to permit the establishment of four (4) day, ten (10) hour assignments ("4/10") for Machinists (in addition to the traditional five (5) day, eight (8) hour assignments ("5/8")). Following is a set of guidelines that will govern the establishment of 4/10 positions:

1. Based on operational needs, and subject to the approval of the General Chairman, the Carrier may establish 4/10 positions at a particular seniority point, which will be posted and awarded via the existing bulletin process detailed in Rule 28.
2. The work week for 4/10 assignments will be forty (40) hours per week, consisting of four (4) days of ten (10) hours each, with three (3) consecutive days off in each seven (7) day period.
3. The daily rate of pay for a ten (10) hour position will be the existing straight time Machinist hourly rate multiplied by ten (10).
4. Time worked in excess of ten (10) hours per day or on rest days will be considered overtime, and paid on the actual minute basis at the time and one-half rate of pay. Consistent with Rule 4 (A) (9) the second and third rest day of a 4/10 assignment shall be paid at double the basic straight time rate provided the employee has worked all hours of his assignment in the workweek and has worked on the first rest day of this workweek. Emergency work paid for under the call rules will not be counted as qualifying service under this rule, nor will it be paid for under this provision.

Employees assigned to a 4/10 work schedule may not be required to work more than two (2) hours either before or after their scheduled shift. However, such restriction will not limit an employee's ability to volunteer to work more than two (2) hours before or after their assigned shift. Employees working more than two (2) hours beyond the end of their bulletined hours will be allowed up to thirty (30) minutes off, with pay, for a meal period.

5. An employee will receive 1.25 vacation qualifying days for each day worked. Pay for each vacation day shall be ten (10) hours at the straight time rate. Payments made pursuant to the National Vacation Agreement will be calculated on a ten (10) hour day basis. The National Vacation Agreement will be modified for the purposes of this Agreement to credit vacation days to these employees on an hourly basis. As an example, an employee entitled to receive 5 vacation days per year shall, in lieu thereof, receive forty (40) hours of vacation pay per year. An employee entitled to receive ten (10) vacation days per year shall, in lieu thereof, receive eighty (80) hours of vacation per year, and so on.
6. Entitlement for Personal Leave Days, Jury Duty; Bereavement Leave, etc. shall continue to be governed by existing Agreements and employees will receive ten (10) hours pay for each day taken pursuant to these rules.
7. Pursuant to the holiday requirements, for hourly employees, when a holiday falls on the employee's regularly assigned workday, the employee will be paid ten (10) hours pay. When a holiday falls on the employee's assigned rest day, the employee will be paid eight (8) hours pay.
8. Management may abolish 4/10 schedules and repost 5/8 assignments in accordance with the bulletin rule. Employees who miss work days due to moving from a 4/10 to a 5/8 assignment will be compensated for any hours missed up to forty (40) hours in the work week.

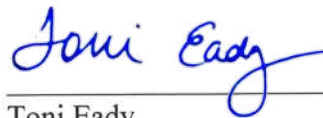
This agreement will remain in effect until modified by mutual agreement of the parties signatory hereto or in accordance with the provisions of the Railway Labor Act, as amended.

FOR THE ORGANIZATION:



Andrew Sandberg
President, Directing GC

FOR THE CARRIER:



Toni Eady
Sr. Manager, Labor Relations

MEMORANDUM OF AGREEMENT (MOA)

BETWEEN

CSX TRANSPORTATION, INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

This will confirm the understanding reached on May 1, 2024, between CSX Transportation, Inc. ("CSXT" or "Carrier") and the International Association of Machinists and Aerospace Workers ("IAM" or "Organization") (jointly the "Parties") concerning modifications to the CSXT/IAM System Agreement dated October 31, 2012 ("Agreement"), addressing operational coverage issues due to short-term, unanticipated circumstances.

Through this MOA, the parties agree that the Carrier, at its discretion, may use Machinists to perform work at another defined seniority point - on a voluntary, temporary basis only and limited to Departmental seniority - to address operational needs, e.g., manpower shortages, temporary volume surges, increased engines out of service, etc. Following is a set of guidelines that will govern the utilization of employees in this manner.

- 1) Volunteers for such work opportunities will be limited on a location by location basis according to operational needs and approved in seniority order.
- 2) It is understood that a Machinist who is temporarily used from another defined seniority point within departments will not establish Machinist seniority at the point to which temporarily assigned. Once the Machinist's services are no longer needed at the temporary point, the employee will return to the position he was last assigned at his home seniority point.
- 3) It is expected that volunteers will remain at the location temporarily assigned for the duration of the need. However, an employee requesting a release will be permitted to return to his/her home point at the end of the work week. Under such circumstances, the employee will be required to notify the supervisor in charge of their decision no later than 48 hours of the last work day of the current work week and remain actively working on the assigned position at the temporary point until the end of that work week.
- 4) Employees used at other point(s) will not have any bump rights at the temporary point or their home point location during the period temporarily assigned.
- 5) It is further agreed that overtime will first be offered to Machinists permanently assigned at the location before those temporarily assigned.
- 6) Machinists from another location who voluntarily commute to another point under this provision will be entitled to the following:

- a. Straight time for time spent traveling from their home point to the temporary point and back
- b. Payment of mileage at the current IRS rate for travel to and from their home point station to the temporary point while using their personal vehicle
- c. Allowance for meals and incidental expenses at the current GSA standard CONUS per diem rate
- d. Covered lodging via CLC, when overnight lodging is required

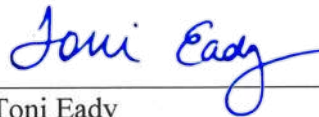
This agreement will remain in effect until modified by mutual agreement of the parties signatory hereto or in accordance with the provisions of the Railway Labor Act, as amended.

FOR THE ORGANIZATION:



Andrew Sandberg
President/Direct GC

FOR THE CARRIER:



Toni Eady
Sr. Manager, Labor Relations



Toni Eady
Senior Manager, Labor Relations

500 Water Street, 5th Floor
Jacksonville, FL 32202

CSXT Agreement No. 16M-021-24

May 1, 2024

Andrew Sandberg
President/Directing General Chairman
International Association of Machinists
10416 Petros Highway
Oliver Springs, TN 37840

Dear Mr. Sandberg:

This letter memorializes our agreement, as an addendum to the CSX-IAMAW agreement on Paid Time Off for Illness and Wellness, that employees working under the CSXT IAM System Agreement will be reimbursed for one (1) pair of work boots annually at the same value provided to other crafts covered under a collective bargaining agreement with the greater reimbursement amount between agreements governing.

Sincerely,

Toni Eady
Senior Manager, Labor Relations

Agreed:

Andrew Sandberg



Toni Eady
Senior Manager, Labor Relations

500 Water Street, 5th Floor
Jacksonville, FL 32202

May 1, 2024

Andrew Sandberg
President/Directing General Chairman
International Association of Machinists
10416 Petros Highway
Oliver Springs, TN 37840

Dear Mr. Sandberg:

This will confirm our recent discussions concerning the application of the simple task provision of the Incidental Work Rule (Appendix IV of the CSXT/IAM System Agreement dated October 31, 2012).

As a result of these discussions, the parties have agreed to meet within the next thirty (30) days to review the current list of simple tasks for each Mechanical craft, explore expanding and optimizing such lists, and identify opportunities to improve overall efficiency in the performance of work among the Mechanical crafts.

Please indicate your concurrence with the above understanding by signing in the space provided below.

Sincerely,

Toni Eady
Senior Manager, Labor Relations

Agreed:

Andrew Sandberg