



Eric Caruth
Director, Labor Relations

500 Water Street, J-455
Jacksonville, FL 32202

CSX TRANSPORTATION LABOR AGREEMENT 16-001-25

January 10, 2025

Mr. Kenny Krause
General Chairman
International Association of Machinists
1208 N. Davis Road
Independence, MO 64056

Mr. Krause,

This will confirm the understanding reached on January 10, 2025, between the Carrier and the Organization concerning modifications of Rule 4 of the 2012 IAM Agreement as it relates to the distribution of overtime work at the Bryan Park Shop.

In connection with the above, it was agreed:

- a) When work is to be performed outside the normal tour of duty, whether in continuation of the day's work or not, the senior qualified employee assigned to the work location where the work is being performed will be given preference for the overtime.
- b) The respective work locations will be identified as:
 1. East Production
 2. West Production
 3. Fabrication
 4. Teardown
 5. Component Room
 6. Engine Room
 7. Axle Room
 8. Hydraulic Room
 9. Paint
 10. Material Handler
 11. Support (*Note: The support call board / call list will include all Bryan Park Roadway Mechanics*)
- c) There will be an overtime call board (or call list) established for each of the respective work areas at Bryan Park Shop. Employees who volunteer for overtime service will have their names placed on a board and preferably be called in turn. Overtime call lists will be kept under lock and key and made available to employees when necessary.
- d) There will be, as near as possible, an equal distribution of overtime between employees who voluntarily sign the overtime call lists for their perspective work area. Record will be kept of overtime worked and men called /offered overtime with the purpose of distributing the overtime equally.
- e) It is not intended that an employee, who is not fully qualified, will put his name on the overtime call list, but it is expected that a sufficient number of competent employees will volunteer to properly take care of the work.
- f) Should there not be a sufficient number of employees who volunteer to properly take care of the work, the junior qualified employee(s) from the combined Support group must respond and accept the work. Any employee who may be called must respond at the time called, unless there is some good and sufficient reason why he cannot respond.
- g) These modifications are limited to the "*Distribution Of Overtime*" section of Rule 4 of the 2012 IAM

Agreement.

- h) Should a dispute arise concerning the interpretation or application of this agreement, the Organization shall formally notify the Carrier in writing. Upon receipt of this notification, the General Chairmen and the Carrier shall meet within thirty (30) days to collaboratively address and resolve the specified issues.

Please indicate your agreement to the above by signing your name in the space provided below.

Regards,



Eric Caruth
Director Labor Relations

Agreed:



Kenny Krause, IAM General Chairman

Nathaniel Darlington

Nathaniel Darlington, IAM Bryan Park Local Chairman