



Eric Caruth
Director, Labor Relations

500 Water Street, J-455
Jacksonville, FL 32202

CSX TRANSPORTATION LABOR AGREEMENT 16-017-25

June 13, 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 June 13, 2025, between the Carrier and the Organization concerning the Carrier's need to establish specialized positions to perform anti-collision system installations on CSXT's on-track equipment.

Subject to the terms and conditions set forth below, the Carrier may establish System Gang Mechanic positions known as Anti-Collision Installation Mechanics (AIM) for the purpose of conducting anti-collision system installations. AIM positions will be subject to the terms and conditions of the 2012 IAM Agreement and CSXT Labor Agreement No. 12-126-92, except as modified within this LOU.

1. The Carrier will bulletin six (6) AIM positions. These positions shall be awarded in accordance with the following provisions:
 - a. Work Equipment management will consult with the IAM General Chairman in setting qualifications for AIM positions.
 - b. Positions will be bulletined System-wide to all "Field" designated Mechanics in accordance with Rule 27 of the 2012 IAM Agreement and the awarding of such positions will be subject to an interview and selection process. The IAM General Chairman or an agreed upon designee will be permitted to participate in the interview process.
 - c. Applicants who meet the objective qualification criteria will be subject to interview to determine their ability to perform the job, which shall be measured by their knowledge, work experience, and leadership skills.
 - d. At the conclusion of the interview process, the positions will be awarded to the senior qualified applicants as determined by Work Equipment Management and the General Chairman.
 - e. Once selected for an AIM position, employees shall be protected against displacement by other employees. This protection does not extend to an employee's regularly assigned position.
 - f. Employees on AIM positions may be de-selected from the position at any time due to conduct or work-related issues. An employee deselected from an AIM position who feels they have been unjustly removed from the position may handle the issue under the grievance procedures of Rule 28 and pending the disposition of the dispute, the Carrier may proceed with the de-selection. In the event the dispute cannot be resolved under the grievance procedures of Rule 28, the IAM General Chairman may request a hearing pursuant to terms and conditions of Rule 29.
 - g. An employee deselected from an AIM position shall return to his regular assignment.
 - h. In the event the permanent incumbent of a position remains out of service for any reason

for more than thirty (30) days, the position shall be advertised and filled with another qualified candidate utilizing the bulletin, interview, and selection process referenced above. Thereafter, the returning Mechanic who previously held the position shall not be permitted to return to the position, but may be considered for any future bulletins.

- i. The Carrier retains the right to reduce and/or eliminate AIM positions in accordance with the requirements of service. The IAM General Chairman shall be notified in advance of any reductions.
2. AIM positions will be considered System Gang Mechanics.
3. An employee assigned to an AIM position will temporarily vacate their regularly assigned position in order to perform anti-collision system installations. The frequency and duration of such assignments will be determined by the Carrier based on service needs. The Carrier shall provide a verbal and email notification ten (10) days in advance of any such assignment.
4. While performing installations employees shall not be assigned to any other Roadway Mechanic duties. When not performing installations, employees will resume their regular duties at their regularly assigned work location.
5. The assigned tour of duty will vary weekly, consisting of either five (5) 8-hour days, four (4) 10-hour days, or eight (8) 10-hour days, aligned with the schedule of the team receiving installations. Employees whose workweeks are changed in accordance with this agreement will not receive additional compensation due to the initial or subsequent changes unless they lose a rest day as a result of a workweek change. Roadway Mechanics who lose a rest day due to their workweek being changed shall receive overtime for all hours worked on that rest day.
6. The assigned hours will vary weekly as AIM positions will be scheduled to work hours opposite to those of the team receiving installations. For example, if the team receiving installations works during the day, AIM positions will work at night, and vice versa. These starting time changes shall not result in any overtime payments as referenced in the March 11, 1998 Roadway Mechanic Night Work Agreement. Therefore, all hours worked, regardless of an employee's assigned starting time, will be counted towards their 232 and 2/3 totals, according to Article VI of the CSXT Labor Agreement No. 12-126-92.
7. Employees assigned to an AIM position will, in addition to their regular rate of pay, receive a one hundred and twenty-five (\$125) per day premium while performing anti-collision system installations. The premium will increase by twenty-five percent (25%) of future General Wage Increases.
8. AIM positions will work as teams consisting of at least two (2) roadway mechanics. In the event that all six (6) of the employees assigned to AIM positions are not required to perform installations, seniority shall apply in determining who will perform installations.
9. Employees assigned to AIM positions will receive training in advance of being required to install any anti-collisions systems.
10. Employees may permanently vacate their AIM position by notifying their supervisor and Payroll of their desire to vacate their position. An employee who notifies CSXT of their desire to vacate their assigned AIM position shall be released from the position no later than thirty (30) days after submitting such notice. The position shall be advertised and filled with another qualified candidate utilizing the bulletin, interview, and selection process referenced above.
11. The specific terms of this Letter of Understanding (LOU) shall be regarded as a special agreement concerning the conditions explicitly addressed herein and shall not amend the 2012 IAM Agreement or CSXT Labor Agreement No. 12-126-92. It is understood that this Agreement shall establish no

precedent value in any other circumstances. Neither party shall refer to this Agreement in any arbitral, bargaining, nor judicial forum, except as it relates to the enforcement of this Agreement.

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

Regards,



Eric Caruth
Director Labor Relations

Agreed:

Kenneth Krause

Kenny Krause, IAM General Chairman