April 28, 2000

Mr. P. R. Beard General Chairman, BMWE 2665 Navarre Ave., Suite A Oregon, OH 43616 Mr. W. L. Glisson General Chairman, BMWE 11219 Longbrooke Drive Riverview, FL 33569

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Mr. P. K. Geller, SR. General Chairman, BMWE 58 Grande Lake Drive Port Clinton, OH 43452

Gentlemen:

This refers to and confirms our understanding relative to the handling of BMWE seniority per the January 14, 1999 New York Dock Arbitrated Implementing Agreement, as modified by the May 6, 1999 Memorandum of Agreement effecting adjustments to Appendix A of Attachment No. 1, for former Conrail employees who were assigned to an URSA represented or non-agreement position on the "allocation date."

Any employee of Conrail occupying a non-BMWE represented position on "allocation date" who:

- (1) previously established seniority on BMWE rosters,
- (2) satisfied the conditions for retention of BMWE seniority as of June 1, 1999, and
- (3) continued to satisfy those conditions through this date,

will have any listings on Conrail BMWE rosters in effect on May 31, 1999 credited to either CSXT, NSR, or Conrail (Shared Asset Areas) as if on "allocation date" they had been working their last held BMWE represented position.

Subsequent to this date, such employees who continue to satisfy the conditions for retention of BMWE seniority while working a non-BMWE represented position may exercise BMWE seniority in accordance with the applicable agreements on the respective Carriers. However, those employees who on or about June 1, 1999 commenced work on a non-BMWE represented position on a Carrier

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other than the one to which their BMWE seniority was credited may attempt to exercise their BMWE seniority only after release from their non-BMWE represented position, when such release does not result from the employee voluntarily relinquishing his/her non-BMWE represented position. This exercise of seniority may only be through application on bulletins; in this instance there shall be no entitlement to displace a junior employee occupying a BMWE represented position.

FOR BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES	FOR NORFOLK SOUTHERN RAILWAY CO. And its Railroad Subsidiaries
Sun Kibellen Si.	HR Miller
General Chairman, BMWE	AVP Labor Relations
leaster.	FOR CSX TRANSPORTATION, INC.
General Chairman, BMWE	And its Railroad Subsidiaries
Sary L Cox	Q. H. Wilson
General Chairman, BMWE	Senior Director Labor Relations
T.R. Mclay JR	FOR CONSOLIDATED RAIL CORPORATION
General Chairman BMWE	•
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General Chairman BMWE	Senior Director Labor Relations
Will Z. Di	
General Chairman, BMWE	
1 Cook	
General Chairman, BMWE	•
R. J. Taylac	
General Chairman BMWE	
Voul Blank	
General Chairman, BMWE	
General Chairman, BMWE	
General Chairman, BMWE	