



Norfolk Southern Corporation
 Three Commercial Place
 Norfolk, Virginia 23510-2191

S. M. Goodspeed
 Director
 Labor Relations
 (757) 629-2452

October 21, 2020

CO-HARR-20-149

Mr. T. Owens, General Chairman
 International Brotherhood of Electrical Workers
 3620 Betty Lane
 Knoxville, Tennessee 37931-2709

Dear Mr. Owens:

This refers to our conversation on September 30, 2020, concerning the following case.

During our discussion, it was agreed that this case would be disposed of on a compromise basis, with prejudice and the understanding that this settlement may be referred to by either party in the handling of future cases. In light of the above, it was agreed that both parties recognize the interpretation of Rule 4(G) of the controlling agreement to establish that: Service required of an employee off his assigned territory on stand-by days will be paid for at the time and one-half straight time rate, except when the referenced employee has exchanged rest days and stand-by days as stipulated in Rule 4(C).

Additionally, it was agreed that the following allowances will be made at the applicable straight time rate of pay in effect on May 2, 2020:

Claimant	EIN	Hours
K. Campbell	1010166	3

Very truly yours,

S. M. Goodspeed

By: John Diaz
 Assistant Director
 Labor Relations