

## AGREEMENT

Between

NORFOLK SOUTHERN RAILWAY COMPANY

And its

CHARLOTTE ROADWAY SHOP EMPLOYEES

Represented by the

BROTHERHOOD OF RAILWAY CARMEN DIVISION - TCU  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE  
WORKERS  
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP  
BUILDERS, BLACKSMITHS, FORGERS & HELPERS  
INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS  
INTERNATIONAL ASSOCIATION OF SHEET  
METAL, AIR RAIL AND TRANSPORTAION  
WORKERS  
NATIONAL CONFERENCE OF FIREMEN AND  
OILERS

WHEREAS, the parties have entered into a special Agreement dated December 30, 2008, as amended and expanded to include all crafts party hereto, solely applicable at the Charlotte Roadway Shop (CRS) to provide for regular work week schedules consisting of four 10-hour work days with three consecutive rest days; and

WHEREAS, the implementation of a four 10-hour day work week has resulted in certain operational difficulties in situations where one or more paid, 8- hour holiday(s) fall within the regular scheduled work week of 10-hour days, requiring the shop to revert only during such weeks to a five 8-hour day work week;

IT IS THEREFORE AGREED, that the December 30, 2008 Agreement establishing the four 10-hour day work week at the CRS is amended as follows:

**SECTION III - Holiday Weeks** is hereby repealed and replaced with the following:

- 1) Where an enumerated holiday falls on an employee's regular assigned work day and such employee works on the holiday, the employee will be paid at the overtime rate for up to 8 hours and receive straight time pay for the ninth and tenth hours of the regularly assigned shift, in addition to 8 straight time hours of holiday pay
- 2) Where an enumerated holiday falls on an employee's regular assigned work day and such employee is off to observe the holiday, such employee will receive 10 straight time hours of holiday pay.

3) Where an enumerated holiday falls on an employee's rest day, such employee will receive 8 straight time hours of holiday pay.

This Agreement is non-referable and made without prejudice or precedent to the parties and will not be referred to National Bargaining.

Signed at Norfolk, Virginia this 7<sup>th</sup> day of February, 2020.

FOR THE EMPLOYEES:

Joe Szalay

~~General Chairman, SMART~~

Tom Owens

General Chairman, IBEW

Mike Burns

International Representative- ISO, IBB

Jim O'Connell

General Chairman, IAMAW

Carl Adkins

National Representative, BRC

Mike Wood

~~General Chairman, NGFO~~

FOR THE NORFOLK SOUTHERN  
RAILWAY COMPANY:

Chy S. P. M.

Assistant Vice President Labor Relations