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D. L. Kerby
Assistant Vice President
Labor Relations
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Mr. H. A. Fiery, Jr., General Chairman
International Brotherhood of Electrical Workers
940 Corporate Lane, Suite E
Chesapeake, Virginia 23320

Dear Mr. Fiery:

This refers to our ongoing discussions concerning the desire for Student Journeymen who are assigned at locations on DMMO territories to obtain training at one of the system locomotive shops during their Phase IV Student Training. It was understood that Appendix I – Student Agreement is modified to provide that, in addition to the Laboratory/Classroom training currently done at McDonough during Phases I through III of training, all Students who commence Phase I training after the date of this letter, and are not assigned at one of the System Locomotive Shops or Back Shops, will be required to spend up to six weeks at one of the System Locomotive Shops or Back Shops (Training Shop) during Phase IV On-the-job Training. This change will ensure these students receive appropriate exposure to the range of locomotive service, maintenance, and repair tasks. The training may be completed in installments of three two-week periods consisting of 10 required days of training during each two week period. This training requirement may be waived at the discretion of management in limited circumstances.

In order to obtain consistency for handling travel expenses and application of training, the following guidelines should be followed for this portion of Phase IV training to occur at the Training Shop:

Within the first two months of commencement of Phase I training, the involved students must identify to their supervisor and their local chairman the three two-week periods, they desire to attend and complete their Training Shop requirement during Phase IV training. Requests will be taken into consideration, however, the needs of service at both the home point and Training Shop will control. Training will occur on first shift when practical, but where not practical, management will endeavor to honor the student's preference of second or third shifts.

While at the Training Shop, students will have the option to complete the required 10 days of training in a two week period by either working the 10 days continuous at the straight time rate in order to return to their home point earlier or remaining at the location with two rest days breaking up the required 10 days of training. If, due to unforeseen reasons, the student misses one or more of the required 10 days during the regular training week, the student will make up the missed

training on their two rest days or stay additional days at the end of their continuous 10-day period. All make-up days will be paid at the straight time rate.

When allowed to drive a personal vehicle, students will be reimbursed mileage at the applicable NS Mileage rate for all miles driven between their home point location and the Training Shop. If the distance between the two locations is of a nature wherein the employee needs to travel on the evening before the first day of training in order to be properly rested, the employee will be provided lodging for that night in addition to their regular two week period. Supervision at the home point will arrange for the student to have proper MSI lodging that also provides breakfast. Students may be provided a company truck for such trips, or in some cases, students may be asked to travel via airlines at the Carrier's expense. Such methods of travel will be at the discretion of management.

During the Phase IV training at the Training Shop, the student will be provided a daily meal allowance of \$28 for each day that they train, as well as for their two rest days (if applicable). The meal allowance will be paid as a time-code along with the student's regular straight time hours.

Effective the date of this letter, this opportunity to obtain up to six weeks of Phase IV training at a Training Shop will be offered on a voluntary basis to current students who are assigned at DMMO territories.

The requirement to spend up to six weeks in a system shop or back shop for DMMO territory students will be discussed with all potential applicants during NS hiring sessions to ensure their understanding and expectation of the Training Shop requirement involved in the student Phase IV training process.

The parties agree to meet at the expiration of 24 months to discuss the continuation, revision, or abrogation of this agreement.

Please indicate your concurrence by signing in the space below.

Very truly yours,

D. L. Kerby
Assistant Vice President
Labor Relations

I agree:

H. A. Fiery
General Chairman