



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

D. L. Kerby
Assistant Vice President
Labor Relations
(757) 629-2405

February 11, 2019

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

Dear Mr. Owens:

This is in reference to the attached Locomotive Electrician "Go Team" Bulletin to be posted throughout the Norfolk Southern rail system that will allow IBEW members to apply for voluntary temporary transfers to fill short-term critical needs for locomotive repairs.

This letter will confirm the following:

1. Selection for the Go Team expires at the end of 12 months and the Carrier will determine whether and when to advertise for subsequent selections.
2. Successful applicants will possess sufficient fitness and ability including, but not limited to characteristics such as attendance history, discipline, and service record. The Carrier will provide the General Chairmen a list of the selected applicants before notifying the employees.
3. Employees may notify management of their desire to withdraw without any disciplinary implications. However, such employees will be required to repay the enrollment incentive and any deployment allowances. Undue hardships that prevent deployment but do not require such repayments are circumstances such as: bona fide illness, care for or death of an immediate family member, child's wedding, significant advance deposit on a scheduled vacation trip, etc. If the Carrier rescinds or modifies the terms of the program, employees may withdraw without requirement to repay bonus or incentive already earned.
4. Local Locomotive Shop Electricians will be offered overtime (including double time) opportunities during the period that a Locomotive Electrician Go Team is working; the Go Team may also work the same overtime periods as offered to the local Electricians.

If this accurately reflects your understanding, please sign in the space provided below.

Very truly yours,



I Agree:



T. Owens
General Chairman
International Brotherhood of Electrical Workers

Attachment