



Norfolk Southern Corporation  
650 West Peachtree Street NW, Box #1  
Atlanta, Georgia 30308

Jeremy D. Moore  
Assistant Vice President  
Labor Relations  
(757) 802-5090

February 13, 2024

Mr. James E. Ball, Jr., General Chairman  
SMART-TD  
219 South Front Street, Suite 302  
Fremont, Ohio 43420

Mr. Thomas P. Gholson, General Chairman  
SMART-TD Southern Lines  
445 S. Hwy 27, Suite 200  
Somerset, Kentucky 42501

Mr. David W. Phillips, General Chairman  
SMART-TD GO680  
P. O. Box 1081  
Rocky Mount, Virginia 24151

Gentlemen,

This refers to the proper interpretation of Article XIII of the 1985 UTU Agreement regarding selection for Locomotive Engineer Training (LET). As discussed today, the parties agree that existing agreements governing selection to LET are amended as follows:

- A. All employees with train service seniority on or after November 1, 1985, are required, in order of their trainmen's seniority, to attend LET.
- B. Employees whose seniority in train service is on or after November 1, 1985, may make a written request to withdraw themselves from consideration for LET prior to either of two "LET Option Windows" per calendar year designated as April 1 through April 30, for LET classes commencing July 1 and October 1 through October 31 for classes commencing January 1.
- C. Employees wishing to avail themselves of this provision must submit an electronic request prior to the aforementioned "LET Option Dates" to the System Road Foreman with copy to the applicable SMART-TD General Chairman. Employees must submit a new request for each "LET Option Date".
- D. Employees who do not attend LET at their earliest opportunity, including those who elect to withdraw for consideration for LET, will:
  - 1. Be placed on the fireman's roster based on the date they attend LET; or,
  - 2. Forfeit their current ranking on the order of selection list and receive a new ranking immediately ahead of the senior post-November 1, 1985 trainman in the LET class they attend. If there is no post-November 1, 1985 trainman in the LET class attended, the employee will be ranked behind the junior employee who last attended LET.

- E. Employees whose seniority in train service is on or after November 1, 1985 who do not withdraw from consideration for LET will be required, in order of their trainmen's seniority, to attend LET.
- F. If at any particular location/supply point or seniority district/zone there are insufficient candidates available to attend LET, train service employees previously permitted to withdraw from consideration for LET, may be required, in reverse trainmen's seniority order, to attend LET.

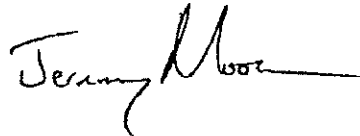
NOTE: Based on Norfolk Southern's FRA Engineer certification submission, employees may only be considered for LET once they have a minimum of one year trainman service.

It is understood that the parties will meet to discuss any issues that may arise within 30 days of each "LET Option Window" closing in April (for classes that will begin July 1, 2024) and October of 2024 (for classes that will begin January 1, 2025). If neither party serves a reversion notice after the second "LET Option Window" closes in October of 2024 (for classes that will begin January 1, 2025), this agreement will remain in effect until changed under the provisions of the Railway Labor Act, as amended.

It is understood that this agreement alters other agreements only to the extent to give them effect.

This agreement will not be cited by either party as establishing a precedent.

Very truly yours,



*JEB Subject to Ratification*  
J. E. Ball, General Chairman

*TPG Subject to Ratification*  
T. P. Gholson, General Chairman

*DWP Subject to Ratification*  
D. W. Phillips, General Chairman



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**Side Letter #1**

Mr. James E. Ball, Jr., General Chairman  
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P. O. Box 1081  
Rocky Mount, Virginia 24151

Gentlemen,

This refers to the proper understanding of paragraph B, in letter dated February 13, 2024 concerning selection for Locomotive Engineer Training (LET).

The parties recognize that during the initial implementation of this agreement certain technology constraints may prevent employees on bona fide leave and/or off discipline from having the opportunity to opt out of consideration for LET. Employees on bona fide leave and/or off discipline during the initial "LET Option Windows", will have seven (7) days to make written request to the System General Road Foreman of Engines Office with copy to the applicable SMART-TD General Chairmen after being notified to attend LET that they wish to be withdrawn from consideration.

Moving forward, if an employee is not in an active status during the "LET Option Window," the employee's last selection during the previous window will apply.

Very truly yours,

*JEB Subject to Ratification*  
J. E. Ball, General Chairman

*Jeremy Moore*

*TPG Subject to Ratification*  
T. P. Gholson, General Chairman

*DWP Subject to Ratification*  
D. W. Phillips, General Chairman