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Scott Michael Goodspeed
Director
Labor Relations
(757) 629-2452

April 27, 2021

AG-MW-2

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General Chairman, BMWED
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Dale E. Bogart
General Chairman, BMWED
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Vestal, New York 13850

Gentlemen:

This refers to our previous discussion regarding the Carrier's intention to establish a DPG Timber and Surfacing Gang to begin work on or about June 14, 2021. It is the parties' intent to address a unique situation wherein the Carrier seeks to establish such DPG Gang after the start of the 2021 production season.

In light of the foregoing, this will confirm our understanding that the Carrier may establish such Gang for the remainder of the 2021 production season on the following terms:

1. The Carrier may establish the T&S-20 Timber and Surfacing Gang to work in accordance with the DPG Agreement for the remainder of the 2021 production season; the Gang will consist of 30 regular members.
2. The positions identified above shall be advertised and awarded in the same manner that initial DPG positions are advertised and awarded at the time of DPG startup each season in accordance with Section 2(D) of the 1992 DPG Arbitrated Agreement. This shall include the ability of employees to bid and be awarded pending qualification, regardless of startup location.
3. An employee who is awarded one of such positions and who previously performed DPG service for a term during 2021, shall have service on any of these positions counted toward qualifying for the full DPG Bonus in accordance with the 1996 National Agreement.
4. An employee who is awarded one of such positions and who has not previously performed DPG service during 2021 and who completes the requisite six months continuous service in the 2021 production year in DPG service shall qualify for a Bonus in accordance with the terms of the 1996 National Agreement.

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It is understood that this letter is intended to address a specific situation and shall not be referred to in the handling of any future matter. Please indicate your concurrence with the above by signing in the spaces below and returning a copy to me for our records.

Very truly yours,



S. M. Goodspeed
Director Labor Relations




Jason E. Graham
General Chairman, BMWED



Anthony Sessa
General Chairman, BMWED

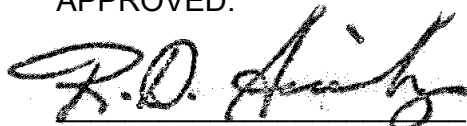


Dale Bogart
General Chairman, BMWED



Sam Alexander
General Chairman, BMWED

APPROVED:



Roger Sanchez
Vice President, BMWED