



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

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

February 17, 2021

AG-MW-2

Mr. J. E. Graham  
General Chairman, BMWED  
9835 South Avenue, Unit 2  
Poland, Ohio 44514

Mr. A. Sessa  
General Chairman, BMWED  
190 South Broad Street  
Trenton, New Jersey 08608

Mr. S. J. Alexander  
General Chairman, BMWED  
P. O. Box 24068  
Knoxville, Tennessee 37933

Dale E. Bogart  
General Chairman, BMWED  
3321 B Vestal Parkway East  
Vestal, New York 13850

Gentlemen:

This refers to our previous discussion regarding the Carrier's intention to establish a DPG Rail Gang to begin work on or about April 6, 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 R-4 Rail 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 and 3 assigned Roadway Equipment Repairmen.
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.

Mr. J. E. Graham, et.al  
February 17, 2021  
AG-MW-2  
Page 2 of 2

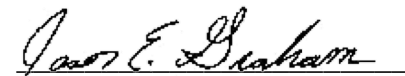

5. All other terms not specifically addressed herein will continue to be governed by the 1992 DPG Arbitrated Agreement.

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 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