

MEMORANDUM OF AGREEMENT
BETWEEN
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES DIVISION OF
THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
AND
NORFOLK SOUTHERN CORPORATION

WHEREAS, the parties desire to resolve disputes growing out of the Section 6 notices served upon the parties on or after November 1, 2019; and

WHEREAS, in accordance with Article V, Section (e) of the September 10, 2022 National Agreement (2022 NA), the parties have conferred and developed certain understandings in order to implement the 2022 NA on this Carrier as provided below, therefore

IT IS AGREED, that upon the ratification by the BMWED of the 2022 NA and effective January 1, 2023, all provisions of the 2022 NA shall apply on the Carrier with the following understandings that apply to certain circumstances to the extent described below:

AWAY FROM HOME EXPENSES

A. Lodging

i. In accordance with Q&As No. 11-16 of the 2022 NA, where single occupancy lodging is not reasonably available, an employee who is required to be lodged in double occupancy lodging shall receive an allowance of \$25.00 for each night so lodged.

ii. In lieu of company provided lodging, an employee may elect to travel between home and the designated reporting location each day of the work week in their personal vehicles.

Employees who elect to do so will receive mileage at the published IRS rate in accordance with Article V of the 2022 NA up to a maximum of 180 miles for each round trip that they drive their personal vehicle and will receive the published GSA standard CONUS per diem for only breakfast, lunch, and incidentals for each work day. (Those CONUS amounts are currently \$13, \$15, and \$5 respectively for a total of \$33 per work day). The \$30.00 weekly allowance provided for in Section III(A) of the May 25, 2009 Agreement shall no longer apply.

B. Mileage and Travel Allowance

i. In accordance with Article V of the 2022 NA, employees who elect to drive a personal vehicle between home and the designated lodging site at the beginning and end of each week and stay in company-provided or reimbursed lodging will receive mileage at the then-current IRS mileage rate and are not entitled to the Travel Allowances provided for

in Section (B)(ii) below.

ii. Employees who elect to travel between home and the designated lodging site at the beginning and end of each week as passengers in a vehicle and stay in company-provided or reimbursed lodging during the week shall continue to receive the Travel Allowance (Currently \$34.85 per 100/\$17.43 per 50 mile increment) under the September 26, 1996 National Agreement as amended by the February 27, 2012 Agreement; provided that the Travel Allowance rule is amended to include payment for the first 100-mile increment on round trips and the first 50-mile increment on one-way trips. The Travel Allowance will be subject to applicable taxes. Such employees are not entitled to receive mileage reimbursement as provided for in Section (B)(i) above.

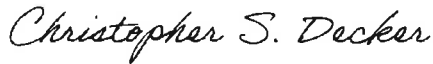
C. EFFECT OF AGREEMENT

This Memorandum shall apply equally on territories governed by both the July 1, 1986 NW-WAB Agreement and the October 1, 1972 Southern System Agreement, respectively, and shall supersede any provisions in either agreement to the contrary.

AGREED:




J. B. Long
General Chairman, BMWED



C. S. Decker
Assistant Vice President
Labor Relations

APPROVED:



R. N. Saulter, III
Vice President, BMWED



S. D. Gerie
Vice President, BMWED