



Norfolk Southern Corporation
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Atlanta, Georgia 30308

S. M. Goodspeed
Director
Labor Relations
(757) 802-0896

May 16, 2024

AG-MW-2

Mr. J. B. Long, General Chairperson - ARSF
Brotherhood of Maintenance of Way Employees Division
9300 Runyon Road
Catlettsburg, KY 41129

Dear Mr. Long:

This refers to previous correspondence and discussions regarding the application of the Overtime rules of the N&W/ Wabash and Southern System BMWED Agreements. During our discussions, it was agreed that in the application of Rule 42 of the July 1, 1986 N&W/ Wabash Agreement and Rule 25 of the October 1, 1972 Southern System Agreement, the following will apply in the assignment of non-emergency overtime which is not continuous with the regular work day of a position.

(1) In assigning non-emergency overtime work that is not continuous with the regular work day, preference will be given to the employee working in the classification that is regularly assigned to perform such work.

(2) In cases where the overtime work requires a Foreman of the regularly assigned gang or force, if no employee holding a position in such classification is available, preference shall be given to the regular assigned Assistant Foreman of that gang or force, if no Assistant Foreman is available, then by Foreman seniority.

(3) In cases where the overtime work requires other than a Foreman, if no employee holding such position in such classification is available, employees with the earliest seniority in such classification who are qualified to perform the work will be considered for such overtime.

(4) Preference will be given to employees with Fixed Headquarters on the territory/section where the overtime occurs over various headquartered positions working on the same territory/section; provided that if the overtime in question is work regularly performed by the various headquartered employees, they shall receive preference for the overtime work.

(5) Regular assigned section forces will receive preference over other fixed headquartered forces assigned to the same territory, except where the work in question is regularly performed by such other forces.

(6) Where two or more section gangs are assigned to cover the same territory/section and are responsible for maintaining track within the same limits, all employees responsible for maintenance within such limits shall be regarded as one gang for purposes of assigning overtime. If there are two or more section gangs assigned to the same headquarters and/or same supervisor, but the employees are responsible for maintaining separate limits, each gang will have preference to their regularly assigned territory/section.

(7) Emergency overtime and that which is continuous with the regular assigned work day will be governed by Rule 42 of the July 1, 1986 N&W/ Wabash Agreement.

The purpose of this letter is to provide clarity and consistency in the application of the existing overtime rules. All provisions and historical practices under the respective overtime rules remain in full effect except to the extent modified by this letter.

Operating Subsidiary: Norfolk Southern Railway Company

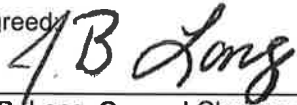
Please indicate your concurrence by signing in the space below and returning a signed copy to me for my records.

Very truly yours,



S.M. Goodspeed
Director Labor Relations

Agreed



J. B. Long, General Chairman