

MEMORANDUM OF AGREEMENT

between

NORFOLK SOUTHERN RAILWAY COMPANY

and

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES

The Parties agree that effective 8/5, 2024, the Carrier may establish a minimum of two (2) Yard Coordinator position(s) at the Roanoke Material Yard. Such positions will be appointed by the Carrier from the ranks of employees currently holding seniority and working in a classification within the Roanoke Material Yard. These appointed positions will continue to occupy and perform service consistent with their regular positions and be assigned one or more of the following additional tasks:

Shipping and Receiving Coordinator

- Manage daily shipping information
- Track Inbound Materials
- Monitor Daily Material transfers
- Respond to questions regarding Curve, Super Single, and Dual rail shipping information

Turnout Coordinator

- Inspect inbound material for deviation from NS specifications
- Oversee daily operation of Turnout Construction Facility
 - Coordinate movement of material from storage locations to construction area
 - Ensure turnouts are correctly labeled for field installation
 - Perform final inspection of completed turnouts
- Inventory and coordinate preparation of material for upcoming work
- Report loaded turnouts to shipping and receiving
- Serve as safety leader on the turnout pad

Incumbents of the Yard Coordinator positions will receive a differential of \$2.00 per hour above the bulletined hourly rate for their assigned position.

Carrier will appoint the Yard Coordinators from employees who are interested, qualified, and assigned to a class within the Yard by bulletin. Consideration shall be given to the seniority, experience, and qualifications of those who apply for the position(s). The Carrier will provide the General Chairman with a list of any employees who have properly identified interest in the position and consider any timely feedback offered in advance of appointing an employee to the position.

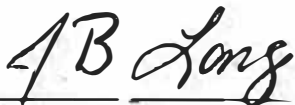
Employees who are not selected but remain interested in becoming a Yard Coordinator must confirm interest in being considered for the next vacancy as a Yard Coordinator via official company e-mail address to the appropriate supervisor, who shall maintain a list of interested employees. When practicable, individuals on the list will be given the opportunity to gain experience and/or improve (or demonstrate) qualification during the year in addition to being able to review any available resource material relating to qualifications. Time spent covering any Yard Coordinator vacancy by an individual on the list will be considered when making subsequent appointments. To remain on the list, an employee must annually make that request via official company e-mail address. An employee may request to be removed from the list, at any time.

This Agreement shall remain in effect until changed or modified in accordance with the provisions of the Railway Labor Act, as amended; provided that, upon the expiration of six months from the establishment of the first coordinator position provided for herein, either party may serve on the other 30 days' notice of intent to cancel this Agreement. The parties may meet within the notice period to discuss such intent notice of intent but if no such meeting or discussions are held, the cancellation will be effective 30 days from such notice being served.

This Agreement made and executed in Atlanta, Georgia, this 5th day of August 2024.

FOR THE ORGANIZATION:

FOR NORFOLK SOUTHERN RAILWAY COMPANY



J. B. Long, General Chairman
Brotherhood of Maintenance of
Way Employees



Christopher S. Decker
Assistant Vice President Labor Relations