

MEMORANDUM OF AGREEMENT

between

NORFOLK SOUTHERN RAILWAY COMPANY

and

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES

WHEREAS, the 1992 Arbitrated Designated Program Gang (DPG) Agreement contains certain home zone-based preferences for awarding DPG positions that impose geographic restrictions on employees' abilities to obtain DPG positions; and

WHEREAS the parties desire to eliminate zone-based restrictions on employees' abilities to bid to and be awarded positions on Designated Program Gangs ("DPG's"); and

IT IS HEREBY AGREED that, Section 2(D) of the June 12, 1992 Arbitrated DPG Agreement, is hereby repealed and replaced with the following:

Section 2- Bulletining and Filling Positions

D. Positions on DPG's will be awarded to applicants in the following order:

1. To the senior employee ranked on the DPG seniority list in the classification bulletined.
2. To the senior employee ranked on the DPG seniority list in the next successive lower classification(s)

Note: In the application of Paragraph 2, above, seniority shall prevail if fitness and ability are sufficient, of which management shall be the judge, subject to appeal. The assignment to a DPG shall not affect the seniority status of any employees in their respective zones, nor shall they establish seniority in any additional zones, except that employees promoted in accordance with Paragraph 2 above, shall obtain seniority in the classification to which promoted in their zone in accordance with the Agreement applicable to that zone.

IT IS FURTHER AGREED that home zone designations will be retained for identification purposes and for purposes of the AGREED UPON INTERPRETATIONS REGARDING EXERCISING SENIORITY UNDER THE NW-WABASH AGREEMENT, THE SOUTHERN RAILWAY AGREEMENT, AND THE DPG ARBITRATED AGREEMENT, dated January 21, 2013, which remains in full force and effect.

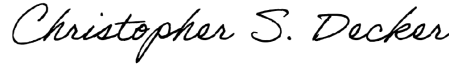
This agreement made and executed in Atlanta, Georgia, this 23rd day of September, 2025, shall be effective upon execution.

FOR THE ORGANIZATION:



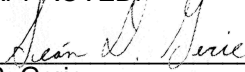
J. B. Long
General Chairman, BMWED

FOR NORFOLK SOUTHERN RAILWAY COMPANY:




C. S. Decker
Assistant Vice President Labor Relations

APPROVED:



S. Gerie
Vice President, BMWED

APPROVED:



Reese Saulter, III
Vice President, BMWED