



David W. Ingoldsby
Assistant Vice President-Labor Relations

Writer's Direct Contact Information:
Phone: (904) 359-2218
Fax: (904) 359-4818
E-Mail: Dave_Ingoldsby@csx.com

January 17, 2008

File: 6018-SSA

Side Letter No. 5 -- Absenteeism Refresh

Agreed upon Interpretation of Side Letter No. 5 -- Absenteeism Refresh, of the 2007 CSXT Labor Agreement 1-023-07 as a result of discussions held in accordance with Article 32 of said agreement at Disputes Resolution Committee Meetings held in Fernandina Beach, Florida on January 17, 2008.

It was agreed that effective January 1, 2008, all discipline related to absenteeism will be removed from consideration when assessing future discipline (except for those charged with an attendance related incident prior to December 31, 2007, that may subject the engineer to dismissal).

This will apply to all contract employees who have a valid Engineer certificate, and have made at least one start as a Locomotive Engineer between the effective date of the Agreement (April 25, 2007) and December 31, 2007.

Signed this date, January 17, 2008, at Fernandina Beach, Florida.

D. W. Ingoldsby
AVP Labor Relations

Agreed:

T. Smith, General Chairman
Brotherhood of Locomotive Engineers and Trainmen

D. L. Moates, General Chairman
Brotherhood of Locomotive Engineers and Trainmen

R. A. Finamore, General Chairman
Brotherhood of Locomotive Engineers and Trainmen

Approved:

P. T. Sorrow, Vice President
Brotherhood of Locomotive Engineers and Trainmen