MEMORANDUM OF AGREEMENT

between

NORFOLK SOUTHERN RAILWAY COMPANY

and

BROTHERHOOD OF RAILROAD CARMEN DIVISION TCU/IAM

The Parties agree that effective May 1, 2023, the Carrier may establish Shop Team Leader position(s) appointed by the Carrier from the ranks of carmen craft with consideration given to seniority, experience, and qualifications of those who have applied for the position as noted below. These positions will be assigned to work with their tools in addition to supervisory work and/or incidental training work and will be advertised to journeymen carmen. A Shop Team Leader may be used to fill a vacant position on their shift in lieu of holding over an employee from the prior shift once voluntary overtime call lists have been exhausted.

These positions will receive a differential of one dollar ($1.00) per hour above the bulletined hourly rate for the position, and such employees who perform turnover duties up to forty minutes outside their tour of duty will be paid one hour at the straight time rate of pay for such service.

A Carman appointed to a Shop Team Leader position remains subject to the provisions of Rule 51 (Vacation) and Appendix F. Unless an exception at a specific location is agreed to in advance by both Parties, Shop Team Leaders will remain part of the vacation scheduling process at the location where they have seniority.

Employees working as Shop Team Leaders will not be required to be the charging officer in disciplinary matters involving another shop craft employee. When shop forces are reduced, they will be cut off and restored in accordance with Rule 21 of the July 1, 2012 Brotherhood of Railroad Carmen Division TCU/IAM Schedule Agreement. Consistent with the provisions of Article VII of the December 18, 1987 Mediation Agreement, carmen promoted to Shop Team Lead will retain their seniority as carmen at the last point employed as carmen.

At a location where such a position is advertised, a Shop Team Leader would continue to occupy his bulletined carman position in addition to his Team Leader duties. Carrier will appoint the Shop Team Leader for a specific shift from employees who are interested, qualified and assigned on that shift by bulletin. If there are insufficient interested and qualified applicants on a shift, Carrier may offer the position on that shift to an interested qualified applicant from another shift.

Employees who are not selected but remain interested in becoming a Shop Team Leader must confirm interest in being considered for the next vacancy as a Shop Team Leader

via official company e-mail address to the appropriate supervisor. Employees who are not active during the entirety of an advertisement must make proper e-mail request within 5 days of their return to active service to be added to the list or may make the request to be added during the first 5 days of the following calendar year.

When practicable, individuals on the list will be given the opportunity to gain experience and/or improve (or demonstrate) qualification during the year. Time spent covering any Shop Team Leader vacancy by an individual on the list will be considered when making 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.

Training provided by a Shop Team Leader will not result in attrition of the Training Gang Leader position described by Rule 19 of the Schedule Agreement. This agreement will not change the existing Supervisory Gang Leaders position except that SGL positions may be required to work with their tools to fill a vacant position on their shift once voluntary overtime call lists have been exhausted.

Existing working gang leader positions will attrite once permanently vacated by the current incumbents.

This Agreement shall remain in effect until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

This Agreement made and executed in Atlanta, Georgia, this 14th day of March 2023.

FOR THE ORGANIZATION:

Jason Cox
National Representative

Don Grissom
Don Grissom
General President

FOR NORFOLK SOUTHERN RAILWAY COMPANY

Christopher S. Decker
Christopher S. Decker
Assistant Vice President Labor Relations