

To: UTU Local Chairmen handling CSXT Agreements under GO-851

From: John Hancock, General Chairman

Subject: Change in Availability Policy

Cy: All Vice LC and S&T's
Membership, c/o LC

Brothers and Sisters,

As noted in previous correspondence, the UTU aggressively handled with CSXT the changes in its availability policy. Through our proactive handling, we were able to obtain numerous questions and answers relating to the CSXT Absenteeism Policy. These Q&A's provided relief and an understanding of how the policy applies. We also obtained that a mark-off for personal business was not counted against the availability standard. That was great!

We now have obtained an additional enhancement in which an employee can obtain discipline forgiveness as follows:

1. A warning letter will be removed every 180 days if the employee is in compliance with the absenteeism policy.
2. If the employee has been assessed actual discipline, the forgiveness does not apply.
3. After 3 years, the record starts over.

This is a great and positive change for our Membership. We did not get all we wanted, but are much further ahead than where we were. This is an example of "how" a Union works. Without the Union, nothing would have changed.

Please make this information available to the Membership.



CSX File No: 5064-04

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January 5, 2011

Dear Mr. Lesniewski,

This refers to your letter dated November 12, 2010, concerning the revised T&E Availability Standards which were implemented July 30, 2010. In that letter you requested a 180 day forgiveness period for employees to work off “warning” letters.

It was concluded after our review that allowing an employee the ability to work off a minimum availability warning letter after every 180 day calendar day period they comply with the Attendance Policy is consistent with the Company’s intention for the Policy. This change will be implemented effective January 1, 2011 as follows;

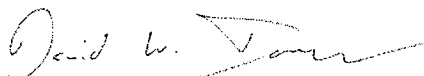
- If an employee is in active service for 180 calendar days without another availability-based incident, one minimum availability warning letter issued under the absenteeism policy shall be dropped from consideration when applying the policy.
- If an employee is in active service for an additional 180 calendar days without another availability-based incident, a second minimum availability warning letter issued under the absenteeism policy shall be dropped from consideration when applying the policy.
- Once an employee has been assessed discipline under the absenteeism policy they will no longer be eligible to have minimum availability warning letters removed from consideration

- Discipline incidents that are outside the three year policy timeline or are dropped from consideration by applicable agreement rules will not be considered when determining eligibility.

A system notice will be issued in the next few days laying out these changes.

The T&E Availability Standards and any amendments thereto are not to be construed as a collective bargaining agreement and are subject to unilateral change by the Company.

Sincerely,



David W. Ingoldsby
Assistant Vice President Labor Relations



Thomas Flanley
Assistant Vice President Crew Management

Cc: S. E. Crable, CSXT Vice President Labor Relations
Myron Becker, CSXT Director Labor Relations
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