

Subject: Implementation of EBS

We have been meeting with CSXT and the programmers during the fall; we are now at implementation stage.

Attached hereto is a copy of the EBS presentation that was given to us on Thursday, December 16, 2010. It will give you an excellent outline of EBS; it contains several pieces of important information. You may wish to make copies of certain pages and post on your bulletin Boards. This information is posted on our web site at www.utu851.org.

1. Implementation will begin on Zone ZTSJ. Zone ZTSJ includes Jacksonville, Waycross, Savannah, Sanford and Wildwood.
2. All CSXT employees on this zone will have a CD disk mailed to them this Wednesday, December 22, 2010. The disk will explain to them how EBS works and how to place a bid. I reviewed the disk. Even I can understand it.
3. The UTU Local Chairmen in the ZTSJ zone will be attending a training meeting with CSXT (at CSXT expense) on January 4, 2011 at the CMC Center, Jacksonville, FL.
4. On January 10, some of the ZTSJ zone LC will be at CMC to ensure a smooth implementation of EBS
5. On the ZTSJ Zone, the bidding will begin on January 10; the bid process will be locked down on January 13, 2011, and employees will be placed on their jobs effective 0001 hours, Saturday, January 15, 2011.
6. The remaining portions of CSXT will be rolled out in similar manner. Representatives from CMC will be in the field at other zone implementations. We will let you know the date and place of the other locations.
7. All the SCL will be implemented by February 10, 2011.
8. CSXT Employees will be able to view the job advertisement for each job so they know to what they are entitled.
9. Employees should bid many jobs, especially if they low on the seniority totem pole.
10. If an individual wishes to work in another zone, then they can have an additional bid card activated. Another zone for the ZTSJ zone would be Miami, FL, or Richmond, VA or New Orleans, LA. Employees can only bid jobs they are qualified. Employees cannot be forced to jobs that they are not qualified, unless they are the most junior employee. In those instances, they will be paid to get qualified.

The foregoing is a short synopsis. Please study Article 11. EBS brings many advantages:

1. All regular assignments are guaranteed the days of their assignment; this includes regularly assigned through freights. There is no more getting pulled and hoping to find a job to earn a living. There are no more annulments or job abolishment during the week without pay. This is great job and earnings stabilization event!!!!
2. All employees will know their work and that they are guaranteed a job for the week without being pulled at 3 am and trying to find a job. They can actually plan to do something with their family.

If you have additional questions, please contact us.

I will be available by cell until January 3, 2011.