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General Chairman

united transportation



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GENERAL COMMITTEE GO-851
CSX/SCL - FECR - WSSB - HPTD - GM - GARR - SCPR - SCCR

Mr. David W. Ingoldsby
Assistant Vice President – Labor Relations
CSX TRANSPORTATION
6735 Southpoint Drive South, J-455
Jacksonville, FL 32216

SCANNED & SENT

Re: Carrier's Availability Policy

Dear David:

This refers to our discussions and our subsequent meeting between the Carrier and the designated UTU General Chairpersons concerning the Carrier's promulgation of the new Attendance Policy.

During our discussions, one such item for discussion was the ability of a Division Manager to review an employee's absenteeism and work record before issuing a charge letter. We expressed to you, that under the current guidelines there is no discretion given, and we believe that such is improper, notwithstanding our objections on other contractual and established practice provisions.

In that vein, I direct you to an attendance letter sent to Conductor HA Rhodes of Jacksonville, Florida, whose work history showed that he was subject to a review, and was sent a cautionary letter for failure to meet CSX's guidelines for the work period of August 2 through August 29, 2010. During that period of time, Mr. Rhodes was sick for 3 days, and has medical documentation to support such. I would like to also point out that during calendar year 2009, Mr. Rhodes worked 369 days to equal 573 days qualifying towards vacation. Clearly, this is an example of the Carrier's Attendance Policy guidelines gone wrong; such does nothing but infuriate the employee and his representatives as no consideration is given to an employee's work record, his past work attendance or concerns of issues of an employee's inability to work due to sickness.

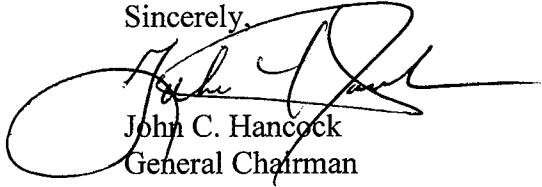
In that vein, I would also direct your attention to the Letter of Understanding of August 31, 1973 between the Company and the General Chairman of jurisdiction at that time, in which the Company agreed that it did not expect its employees to work when sick. We considered such Letter of Understanding to be binding, and enforceable, under the Railway Labor Act, as amended.

Shared/John'sletters/Ingoldsby.Rhodes, HA

"Taking Care of Business"

As discussions continue concerning questions and answers on availability issues, we would ask that such items as listed herein be noted and accounted for. I am sure that CSXT does not want employees of this type of caliber to be addressed in the manner noted herein wherein an employee had 369 starts during 2009 when there were only 365 days in the year, and then to be given a counseling letter on absenteeism.

Sincerely,



John C. Hancock
General Chairman

JCH:gmt

Enclosure

Cy: Steve Crable, Vice President, Labor Relations, CSXT
Cynthia Sanborn, Vice President, CSXT
Mike Smith, Vice President, Operations, CSXT
Myron Becker, Director, Labor Relations, CSXT
All CSXT General Chairpersons
All CSXT Local Chairpersons