

united transportation union

1445 Seminole Road
Atlantic Beach, FL 32233
October 14, 2010

Cynthia Sanborn, Vice President and Chief Transportation Officer
CSXT, Inc.
500 Water Street, 15th floor
Jacksonville, FL 32203

Dear Ms. Sandborn:

I need you to be aware of the situation that several CSXT employees have endured. I want you to know that I am fully aware that CSXT furloughed many of its employees in 2008 due to a reduction in business. While unfortunate, I understand it was a necessary step to insure the financial viability of the company.

After being furloughed up to 1 ½ years, some employees returned to CSXT when they were re-called. There were several employees that lost their homes due to the furlough. Several filed bankruptcy. Some employees weathered the adversity and found other jobs. But, many left their jobs to return to a Company that they hoped would provide them with their lifelong career. The furlough process took an even more severe toll on some of the men. The financial strain they experienced led to turmoil in their homes and some of them resultantly suffered divorce.

Many of the CSXT employees that were re-called this past year had, in many ways, moved on. They found new careers and had started to piece their lives back together. Now these same employees returned to CSXT upon recall are facing the prospect of another furlough. Many of these men are far from recovery due to the last furlough. I exhort you to please not destroy their lives again.

Just as problematic is the fact that approximately eight of the men that were called back from the furlough still do not stand for any jobs and as such are making no money. So, they left their jobs to return to CSXT. They are currently not furloughed, but have no livelihood as they stand for no jobs. Crew Management is well aware of their situation also.

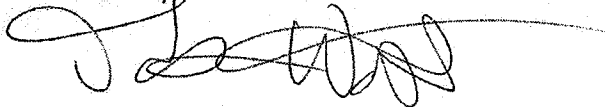
The part that I cannot align in my mind is that CSXT as a company is truly not struggling. Rather it is quite healthy and alive. The Jacksonville Business Journal, dated October 13, 2010, stated that CSXT reported a 43% gain in third quarter earnings with revenue increasing in every category of goods shipped on its tracks. Big business is thriving yet we are destroying the lives

of the people that have helped CSXT get there. The Company has an obligation to these men that returned to CSXT after being re-called this year from the 2008 furlough. The Company is responsible to have had enough foresight and knowledge about its manpower needs to know whether it was going to possibly furlough employees again, especially so soon after returning. I have one employee that returned from furlough and, after re-qualifying, only stood for a job for six days before being re-furloughed! That is asinine! The Company needs to honor these faithful men by salvaging their jobs. In the large scheme of things, I feel sure that CSXT can absorb the cost of keeping these few well-trained men gainfully employed during this time. Moreover, those eight men that are "gainfully" employed, but making no salary, should be allowed to actually work. The strain and stress that CSXT has put on these men is shameful to the Company. CSXT should live up to their obligation to these men and at least add positions to the yard extra-board for them.

I challenge you to talk with some of these men and see the effect that the CSXT furlough has had on them. Find out what they have had to do to survive these last two years. Let them share with you the intense fear they have of their futures now that they are on the verge of losing their financial stability again. I am sure this will alter your decision to re-furlough.

I greatly appreciate your attention to this matter that touches the lives of so many in such a critical way.

Sincerely,

A handwritten signature in black ink, appearing to read "James West", with a long horizontal flourish extending to the right.

James West
United Transportation Union Local Chairman, Jacksonville Yard

CC: John Hancock, United Transportation Union General Chairman

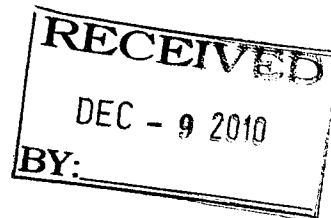


Cindy M. Sanborn
Vice President &
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December 3, 2010

James West
United Transportation Union-Local Chairman
1445 Seminole Road
Atlantic Beach, FL 32233



Dear Mr. West:

This is in reference to your letter dated October 14, 2010, regarding your concerns about the CSXT furlough process

First, let me assure you that no one at CSX takes pleasure in furloughing employees. The business decision to recall or furlough is governed by business demands of our customers. As the economy recovers, some areas of our network are experiencing an excess of employees, in other areas we are hiring aggressively. As such, the Company regularly monitors business levels to ensure our workforce is aligned with our service requirements; however it is not possible to project all market fluctuations that may occur. CSX's recent financial success in this economic climate has been achieved by hard work and the commitment to safety by all employees.

We have been exploring with your Union alternatives to furlough that are more efficient and that provide furloughed employees more opportunities to work than the current agreement provisions. In this regard, we were unable to reach an understanding with your Union in our recent discussions. In the interim and until any alternative agreement may be reached in the future, we will continue to monitor and recall furloughed employees as our customer service requirements require. As you are aware the Consolidated Southern Region Agreement provides employees with expanded seniority that affords them the opportunity to exercise their seniority to locations across the entire Southern Region, thereby expanding opportunities to secure additional employment. We are also committed to communicating to furloughed employees any opportunities for temporary or permanent transfers to other parts of our Railroad where we need employees.

Sincerely,

Cc: ~~John Hancock, United Transportation Union-General Chairman~~

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