



**P.A. STREET**  
Director Labor Relations  
500 Water Street, Suite 7032  
Jacksonville, FL 32202  
Telephone: (904) 359-1379  
Fax: (904) 359-7563

August 18, 2010

File: 5110

Mr. R. G. Fink, General Chairman  
International Association of Machinists  
and Aerospace Workers  
P. O. Box 279  
Petros, TN 37845

Mr. J. M. Perry, General Chairman  
International Association of Machinists  
and Aerospace Workers  
P. O. Box 279  
Petros, TN 37845

Gentlemen:

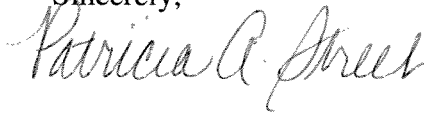
This confirms your election to exercise the option set forth in Item 6 of the January 18, 2007 REDI Center New Hire Training Agreement to select the same level of benefits under the same conditions as those recently negotiated with the International Brotherhood of Electrical Workers (IBEW) in agreement dated July 1, 2010.

Accordingly, effective the date this agreement is executed, new hire training of successful applicants for CSXT Mechanical Department Journeyman Machinist and/or Student Mechanic positions at the Tony L. Ingram Railroad Education & Development Institute ("REDI Center") located in Atlanta, Georgia, shall be governed by the following:

1. All applicants are required to successfully complete the training program at the REDI Center as a condition of assignment under the applicable Collective Bargaining Agreement. The core training program at the REDI will encompass five (5) weeks.
2. Applicants will be notified regarding travel arrangements to and from the REDI Center. While in the training program, applicants will be provided lodging accommodations and meal allowances in accordance with established REDI Center policy. In addition, applicants (Journeyman and Student Mechanics) will be compensated at the rate payable during the first training period under the Student Mechanic Agreement of the Collective Bargaining Agreement.
3. Applicants are eligible for certain medical benefits on the first day of the month following the calendar month in which they complete at least one training day. Eligible dependents become covered on the same day the applicant becomes covered. Core training days at the REDI Center shall count towards meeting the eligibility requirement for vision and dental benefits.
4. Applicants who do not qualify as Journeyman Machinists will be subject to an additional 690-workday training program as set forth in the Student Mechanic Agreement, during which time they will be compensated in accordance with applicable agreement rules.

5. The probationary period (90 workdays for Journeyman Machinists and 115 regular scheduled workdays for Student Mechanics) and the Student Mechanic Program under the Collective Bargaining Agreement will not begin until applicants report and are compensated at their work location (seniority point). Seniority will be established in accordance with the current rules of the Collective Bargaining Agreement.
6. It is understood that compensated days at the REDI Center under the terms of this agreement do not count towards vacation qualifying time.
7. The applicable provisions of the current Paying Off Rule are modified to the extent that new hires are obligated, as a condition of employment, to authorize and maintain payroll direct deposit into a financial institution of their choice, subject to applicable federal, state and local laws and regulations.
8. It is understood that the provisions of this agreement do not apply to existing employees who transfer from another shop craft or who have started work at their respective work locations. Training and compensation of employees after they report to their work location will be handled in accordance with the existing practices under the Collective Bargaining Agreement, including the Student Mechanic Agreement.
9. This Agreement may be cancelled by either party upon ninety (90) days written notice.

Please indicate your concurrence by signing and returning one copy for our files.

Sincerely,  


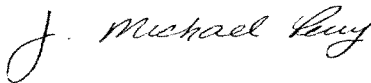
AGREED:



\_\_\_\_\_  
R. G. Fink, General Chairman, IAM&AW

August 18, 2010

Date



\_\_\_\_\_  
J. M Perry, General Chairman, IAM&AW

August 18, 2010

Date