

REMOTE CONTROL AGREEMENT

1. Protection

As provided in Attachment A

2. Compensation

Effective (January 1, 2002, each employee covered by this Agreement assigned to a Remote Control Operator-qualified position and operating Remote Control Locomotive equipment will be paid a special allowance per tour of duty in the amount equal to forty-six minutes at the straight time hourly rate of the applicable position in addition to all other earnings. In no event will there be more than one such payment to an employee per tour of duty.

3. Training/Certification

A. For each location where remote control equipment is implemented, the Carrier will provide training so that all ground service employees will be -qualified to use remote control equipment. Carrier training programs shall be conducted frequently enough to ensure that employees will be able, without unreasonable delay, to freely exercise seniority to and from RCO assignments. Yardmasters supervising remote control operations will be trained to become familiar with procedures governing remote control operations.

B. As a sufficient number of RCO-qualified UTU-represented employees are trained, they may be used to train ground service employees during the on-the-job portion of the training, with the selection of UTU-represented RCO trainers to be a joint effort between UTU and Carrier.. Certification remains a responsibility of management.

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4. Bidding/Protection of Positions

A. RCL assignments shall be advertised in the usual manner at the implementing location.

B. If insufficient bids are received for the RCO positions . involved

(including relief), employees shall be force assigned in the usual manner at the implementing location.

- C. Each employee bidding or assigned to an RCO position shall complete the Carrier's RCO training program and shall be held on such position until such time as sufficient qualified employees are available at the location to protect such position.

5. Overview Committee

- A. A local overview committee consisting of two (2) UTU and various Carrier representatives will meet at mutually agreeable times and locations to discuss and resolve issues and problems associated with the implementation of remote control technology. The UTU representatives shall be selected by the organization.
- B. Regular meetings will occur during the first one-hundred twenty (120) days of operation and on an ".as needed" basis thereafter. During such 120-day period, the UTU representatives shall be made whole for lost time, if any, due to attending committee meetings.
- C. The UTU Local Chairmen may participate in the training program as observers for purposes of becoming familiar with and explaining the use of remote control technology to prospective trainees and interested employees.

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ATTACHMENT A

LABOR PROTECTION

- 1. A protected class of employees shall be established to include those employees in train service (and engine service where UTU holds the contract) as of the effective date of this Agreement. Employees on the effective date of this Agreement who are (i) furloughed and subsequently recalled, (ii) out of service due to carrier disciplinary action and subsequently reinstated to service with seniority unimpaired, or (iii) in yardmaster or engine service (where UTU does; not hold the contract), and hold train service seniority, and subsequently exercise such seniority, will be

included in the protected class.

2. The period that "any member of the protected class may be eligible for protection as provided herein shall be six (6) years from the first date on which an RCU assignment is established in his location.
3. At any location where an RCU assignment is established, the senior protected employee who. cannot hold a position through the normal exercise of seniority will qualify to hold a remote control protection (RCP) slot as provided for below. The normal exercise of seniority to another location shall not reduce the number of RCP slots. If a question develops as to which employee is the appropriate occupant of the RCP slot, the General Chairman and designated carrier representative will determine, which employee, will occupy such slot.
4. Upon establishment of an RCU assignment, a RCP slot shall be created at that location on a one-for-one basis, i.e., one slot for each. such assignment.
5. Any RCP slots shall be reduced on a one-for-one basis by any of the following:

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- A. A buy-out accepted by a train or engine service employee (in service on the effective date of this Agreement) on that seniority district after the effective date of this Agreement;
- B. The abolishment of .an RCU assignment at that location; or
- C. The establishment of any RCU reserve board position, etc. for train or engine service employees at that location.

Note: See attached-Side Letter

6. An employee holding a protected slot shall be paid at the yard helper rate based on 5 days per week, provided however, that when his last regular assignment was as a yard foreman, the yard foreman rate shall apply.

7. There shall be no pyramiding of any protective benefits, but the employee shall be paid the higher level of protection.
 8. This Agreement does not change any existing rights or obligations employees have under existing protective arrangements.
- 2002

_____, 2002

Mr. Byron A. Boyd, Jr.
President
United Transportation Union
14600 Detroit Avenue
Cleveland, OH 44107

Dear Mr. Boyd:

This is in reference to the Agreement dated _____, 2002 between certain carriers and the United Transportation Union concerning implementation of remote control technology.

Appendix A, Labor. Protection, of that Agreement provides in pertinent part for the reduction of Remote Control Protection ("RCP") slots created thereunder on a one-for-one basis for (i) a buy-out accepted by a train or engine service employee (in service on the effective date of the Agreement) on an affected seniority district, or (ii) the establishment of a Remote Control Unit ("RCU") reserve board position, etc. for train or engine service employees at the affected location.

This will confirm our mutual agreement as to the manner in which such provisions will be applied. If RCU buy outs are offered on an affected seniority district, the Carrier may offer up to one-half of the total buy outs to engine service employees. Any such buy outs shall be offered in seniority order to affected employees. The same arrangements would apply to establishment of RCU reserve board positions at the affected location.

Please acknowledge your agreement by signing your name in the space provided below:

Very truly yours,

Robert F. Allen

I agree:

Byron A. Boyd

_____, 2002

Mr. Byron A. Boyd, Jr.
President
United Transportation Union
14600 Detroit Avenue
Cleveland, OH 44107

This in reference to the Agreement dated _____, 2002 concerning implementation of remote control technology (Agreement).

This will confirm out understanding that where applicable rules unduly restrict implementation of the objectives of Section 4 of the Agreement at a location, the parties commit to developing a process that will temporarily amend such rules to permit the effective and expeditious implementation of remote control technology. The parties understand the process is intended to facilitate implementation of such technology at the location, and not to permanently modify existing rules.

Please acknowledge your agreement by signing your name in the space provided below

Very truly yours,

Robert F. Allen

I agree:

Byron A. Boyd