



# Transportation Communications Union/IAU

International Association of Machinists and Aerospace Workers



September 30, 2022

## **TO: ALL TCU/IAU MEMBERS ON CSX INTERMODAL TERMINALS, INC.**

Dear Sisters and Brothers:

Your negotiating committee recently reached a Tentative Agreement (TA) with CSX Intermodal Terminals, Inc. This TA is now before you for your consideration and ratification.

On August 29, 2022, TCU/IAU reached a tentative Agreement with the national freight railroads that followed the recommendations of Presidential Emergency Board 250. That agreement was ratified strongly by TCU/IAU members on September 14, 2022.

This CSXI TA achieves every single penny of the value contained in the National Freight agreement *and* contains several additional improvements. The TA is summarized below for your reference. The Full TA is among the material that accompanies this letter.

### **WAGES**

The tentative agreement provides a two (2) prong approach for increasing wages as described below.

#### **Employees hired after April 1, 2018 and who are currently making \$20.06 per hour.**

- July 1, 2020 – Increase to \$22.00 per hour with full retroactive payment
- July 1, 2021 – Increase to \$22.85 per hour with full retroactive payment
- July 1, 2022- 7.00% GWI with full retroactive payment
- July 1, 2023- 4.00% GWI
- July 1, 2024- 4.50% GWI

#### **Employees hired prior to April 1, 2018 and who are currently receiving the “red circle” rate of pay of the position they held at the time the Current ISE Agreement was adopted.**

- July 1, 2020- 3.00% GWI with full retroactive payment **PLUS** an additional \$1,500.00
- July 1, 2021- 3.50% GWI with full retroactive payment **PLUS** an additional \$1,500.00

- July 1, 2022- 7.00% GWI with full retroactive payment
- July 1, 2023- 4.00% GWI
- July 1, 2024- 4.50% GWI

These raises provide for even greater gains than what was accomplished in the recent round of National bargaining – which was a historic 24% in compounded GWIs.

This means, upon ratification, every ISE will receive a minimum 13.5% wage increase and every ISE will receive an additional 8.5% in increases over the next two (2) years. The current average hourly rate of ISE's is \$24.80. The average rate - at the end of this agreement - will increase to \$30.74 per hour.

Under this agreement, you will receive **full retroactive pay** for the July 1, 2020, 2021, and 2022 increases. The average retroactive payment for those listed in section 1 above would be \$7,000 and the average retroactive payment for those listed in section 2 above would be \$10,000 BEFORE including any amount for overtime. The exact amount of your retroactive payment will depend upon your specific rate of pay, actual hours and amount of overtime worked.

### **6.15% "GROSS UP"**

Currently, employees hired prior to July 1, 2010 are the only ones to receive the 6.15% "gross-up" that was implemented to offset the impact to employees' compensation when the Company transitioned into Railroad Retirement. Upon ratification of this agreement, EVERY ISE will begin to receive the 6.15% "gross-up" effective with the date of ratification and into the future.

### **INCREASE IN HOURLY PREMIUM**

Every employee currently receiving the .75 (seventy-five cent) per hour premium will receive an increase to \$1.00 per hour on the effective date of this agreement.

Every employee not currently receiving the .75 (seventy-five cent) per hour premium will begin receiving .75 (seventy-five cents) per hour on the effective date of this agreement.

### **SERVICE RECOGNITION BONUS PAYMENTS**

In addition to the GWI's and wage enhancements above, this TA also provides annual payments of \$1,000.00 for each year of the Agreement for a total of \$5,000.00. Eligibility for the annual service recognition bonus is determined by an employee's qualification for their Paid Time Off (PTO) allotment in any respective year. In other words - for each year of this agreement - every employee who qualifies for their annual PTO allotment will also qualify for the \$1,000.00 service recognition bonus for the same year. If this Agreement ratifies, the first two (2) service recognition bonus payments will be paid within 60 days of ratification and would be in addition to the retroactive payments mentioned above.

## **HEALTH AND WELFARE CHANGES**

The terms of our Agreement require that we pay a monthly contribution equal to 70% of what the monthly cost share is under the National Health and Welfare Plan (the National Plan). For years, The National Plan's monthly contribution has been fixed at \$228.89 which resulted in our monthly contribution of \$160.22. This TA requires that our cost share continue to be 70% of the monthly cost share of The National Plan. However, PEB 250 provided that the monthly cost share of The National Plan shall be adjusted every January 1, beginning in 2023, to reflect a monthly contribution that is 15% of the monthly cost of The National Plan.

In national bargaining and at the PEB We fought against any employee increases to cost sharing. However, to be able to achieve the improvements to the healthcare plan we were seeking and to prevent sacrificing any of the current benefits of the plan, it was necessary for the current fixed price to be adjusted and the monthly contribution increased to 15%. Based on the projected estimates by PEB 250 for The National Plan, the 70% estimated cost share for CSX Intermodal Employee's would be:

Year	Estimated Monthly Cost
2023	\$206.50
2024	\$215.60
2025	\$256.20

Although we never want to see increases in any of the cost associated with our healthcare plans, this modest increase to our monthly contributions is far less than what the Carriers proposed to the PEB. The Carriers' proposals to move our monthly cost shares into a new "tier" system would have resulted in significant cost increases for all members and even more to members with families. In addition, the Carriers sought to increase the employee cost of many facets of the plan itself including, copays (primary care, specialist, urgent care, emergency room visits and prescriptions), co-insurance and deductibles. It is important to note the increase in monthly contributions is not effective until January 1, 2023 which ensures that there are zero offsets to your retroactive pay.

Despite the Carriers' determined efforts otherwise, this agreement contains absolutely **no reductions in benefits under any of our healthcare plans.** Also, as noted above, this Agreement provides for annual lump sum "recognition bonus" payments of \$1,000 to be made. In addition, based on the projected increases the annual \$1,000 bonus payments are more than sufficient to cover the increases in the monthly contribution.

## **ADDITIONAL HOLIDAY**

This agreement provides members with the recognition of Juneteenth as an additional Paid Holiday.

## **WORK RULES**

### **Modification to Rule 13: Exercising Seniority and Changing Assignment**

This TA will allow the Company to list specific job functions for certain assignments in exchange for allowing an employee who is unable to qualify on a specific function of an assignment to either return to their previous assignment or exercise their seniority as appropriate. This provision will eliminate the concern of ISE's being totally disqualified as an ISE because they are unable to perform one specific function.

### **Modification to Rule 13: Rundown**

This TA will allow the Company to perform one (1) rundown per quarter (4 total per calendar year). However, no rundown can be scheduled or performed within sixty days of any previous rundown.

### **Modification to Rule 16: Leave of Absence**

The Company will be required to advertise or abolish any position that is known to be vacant for 45 days. This will address the ongoing issues related to positions not being advertised when someone is on a Leave of Absence.

### **Modification to Rule 12 (c) Meal Period**

Meal periods will be increased from 20 (twenty) minutes paid to 30 (thirty) minutes paid.

### **Skill Differential/Team Lead**

The Company will be permitted to establish "team lead" positions which will have a rate increase of \$2.00 per hour.

### **Pay Statement/Earnings Statement clarification**

The Company will be required to fix employee's statement of Earnings/pay stubs to reflect the current hourly rate of pay for both straight time and overtime rates of pay.

This will resolve the ongoing issue related to the Company's administrative process for showing "red circle" and other pay functions as "other compensation". The Company is integrating a new software that will be necessary to resolve this issue which is expected to be completed by the end of 2023. However, the Company will provide written confirmation of the rates for all employees for years 2020-2024 for review.

## **WHY THIS CONTRACT SHOULD BE RATIFIED**

This contract achieves record-setting, historical wage increases with real income gains. **The average member will net approximately \$30,000 over the life of the agreement on straight time alone**, an amount higher than ever achieved before. The wage gains are front-loaded, so that, at a

minimum, you will receive 13.5% of the total 22% general wage increase within 60 days of this Agreement being signed (if ratified) with more significant increases to come in 2023 and 2024.

PEB 250 recognized the enormous contribution of our members towards the overall success of each Company. Especially, the contribution of our members during one of the most challenging times our nation has ever faced, the Covid-19 pandemic. In recognizing those contributions, PEB 250 provided the groundwork for a rock solid agreement. This Agreement ensures that our members receive every penny of those recommendations and adds more to it. If we believed there was any path to additional improvements, we would still be negotiating.

The financial gains of this Agreement for every single ISE are more than ever achieved in any previous contract with CSX Intermodal Terminals, Inc. Moreover, this agreement goes a long way to providing equity for all of the current workforce which will translate into more money into all of our members' pockets for years and years to come.

In addition, the work rule changes proposed in this agreement provide a "quid pro quo" approach to improving rules of our Collective Bargaining Agreement and to address a number of ongoing issues our members have faced over the past few years.

## **CONCLUSION**

It has been over three years since our members' last raise. Negotiations were long, hard and contentious. I can assure you this Agreement provides far greater increases than the Company ever intended when this round of negotiations started. Upon ratification, you and your family will receive several thousand dollars in back pay together with thousands more in increased wages. Your health care will remain at the Platinum Level, with the monthly cost fixed at 70% of the National Plan cost throughout the life of the Agreement in addition to gaining another paid Holiday.

If you have any questions regarding the proposed agreement, you can email them to [tcuvote@tcunion.org](mailto:tcuvote@tcunion.org). Your questions will be answered by return email as quickly as possible.

Sisters and Brothers, as your representative, I submit to you this is a great Agreement that is worthy of your support. If there were any chance of reaching a better Agreement we would still be at the bargaining table. You can be assured your union did everything in our power to deliver the strongest contract possible. As such, I urge you to vote FOR ratification.

In solidarity,

Greg Kocalski  
National Vice President

**REMEMBER YOU MUST VOTE BY OCTOBER 20, 2022 AT 4:00PM**

# TENTATIVE AGREEMENT

Agreement ISE-22-10

**Memorandum Agreement Between  
CSX Intermodal Terminals, Inc. (CSXIT)  
and**

**Transportation Communications Union / IAM (TCU/IAM)**

## **PREAMBLE**

This agreement made between CSX Intermodal Terminals, Inc. ("The Company") and Transportation Communications Union / IAM ("TCU") is being entered into in order to set forth the benefits, rights, work rules, and other entitlements pertaining to all TCU-represented employees covered by Agreement ISE-18-04, as amended.

## **WHEREFORE, IT IS HEREBY AGREED:**

### **ARTICLE I - WAGES**

#### **Section 1 – First General Wage Increase**

On July 1, 2020, all hourly rates of pay in effect on June 30, 2020 for employees covered under this agreement and represented by the TCU/IAM shall be increased in the following manner.

- a) Employees compensated the hourly rate of \$20.06 on June 30, 2020; the hourly rate will increase to \$22.00.
- b) Employees compensated at the hourly rate above \$20.06 on June 30, 2020, the hourly rate will increase by three (3) percent.

#### **Section 2 – Second General Wage Increase**

On July 1, 2021, all hourly rates of pay in effect on June 30, 2021 for employees covered under this agreement and represented by the TCU/IAM shall be increased in the following manner.

- a) Employees compensated the hourly rate of \$22.00 on June 30, 2021; the hourly rate will increase to \$22.85.
- b) Employees compensated at the hourly rate above \$22.00 on June 30, 2021, the hourly rate will increase by three-and-one-half (3.5) percent.

#### **Section 3 – Third General Wage Increase**

On July 1, 2022, all hourly rates of pay in effect on June 30, 2022 for employees covered under this agreement and represented by the TCU/IAM shall be increased in the amount of seven (7) percent.

#### **Section 4 – Fourth General Wage Increase**

On July 1, 2023, all hourly rates of pay in effect on June 30, 2023 for employees covered under this agreement and represented by the TCU/IAM shall be increased in the amount of four (4) percent.

#### **Section 5– Fifth General Wage Increase**

On July 1, 2024, all hourly rates of pay in effect on June 30, 2024 for employees covered under this agreement and represented by the TCU/IAM shall be increased in the amount of four-and-one-half (4.5) percent.



# TENTATIVE AGREEMENT

## Section 6 – Disposition of Fractions

Rates of pay resulting from application of sections 1-5 inclusive above which end in fractions of a cent shall be rounded to the nearest whole cent, fractions less than one half cent shall be dropped, and fractions of one-half cent or more shall be increased to the nearest full cent.

## Section 7 – Application of Wage Increases

The increase in wages provided for in this Article I shall be applied in accordance with the wage and working conditions agreement in effect between CSXIT and TCU. Special allowances not included in the standard basic daily rates of pay for all services rendered, and arbitraries representing duplicate time payments, will not be increased. Overtime hours will be computed in accordance with individual schedules for all overtime hours paid for.

## ARTICLE II – SERVICE BONUS

### Section 1 – First Service Bonus

A lump sum payment of \$1,000 shall be made only to employees who have an employment relationship with the company on the date of this Agreement or who retired or died subsequent to June 30, 2019, who earned at least 1,200 straight time hours from any provided services, paid time off, company paid holidays, bereavement leave, jury duty, and military service leave within the 2020 calendar year.

### Section 2 – Second Service Bonus

A lump sum payment of \$1,000 shall be made only to employees who have an employment relationship with the company on the date of this Agreement or who retired or died subsequent to June 30, 2019, who earned at least 1,200 straight time hours from any provided services, paid time off, company paid holidays, bereavement leave, jury duty, and military service leave within the 2021 calendar year.

### Section 3 – Third Service Bonus

A lump sum payment of \$1,000 shall be made only to employees who have an employment relationship with the company on the date of this Agreement or who retired or died subsequent to June 30, 2019, who earned at least 1,200 straight time hours from any provided services, paid time off, company paid holidays, bereavement leave, jury duty, and military service leave within the 2022 calendar year.

### Section 4 – Fourth Service Bonus

A lump sum payment of \$1,000 shall be made only to employees who have an employment relationship with the company on the date of this Agreement or who retired or died subsequent to June 30, 2019, who earned at least 1,200 straight time hours from any provided services, paid time off, company paid holidays, bereavement leave, jury duty, and military service leave within the 2023 calendar year.

### Section 5 – Fifth Service Bonus

A lump sum payment of \$1,000 shall be made only to employees who have an employment relationship with the company on the date of this Agreement or who retired or died subsequent to June 30, 2019, who earned at least 1,200 straight time hours from any provided services, paid time off, company paid holidays, bereavement leave, jury duty, and military service leave within the 2024 calendar year.

## ARTICLE III – HEALTH AND WELFARE

### Section 1 – Monthly Employee Cost-Sharing Contributions

On the effective dates and in the manner calculated under the National Agreement, employee cost-sharing contribution hereunder shall be seventy (70) percent of the per-month contributions required by the National Agreement. (See National Agreement contribution requirements below)

*Res 9/20/22*  
*9/20/22*

# TENTATIVE AGREEMENT

## Part B – Employee Sharing of Plan Cost

### Section 1 – Monthly Employee Cost-Sharing Contributions

(a) Effective January 1, 2023 each employee covered by this Agreement shall contribute to the Plan, for each month that the employer is required to make a contribution to the Plan on the employee's behalf for foreign-to-occupation health benefits coverage for the employee and/or the employee's dependents, a monthly contribution equal to 15% of the Carriers' Monthly Payment Rate. Effective on each subsequent January 1, the monthly employee cost-sharing contribution shall be adjusted to reflect 15% of the Carriers' Monthly Payment Rate for the relevant year.

(b) For purposes of subsection (a) above, the "Carriers' Monthly Payment Rate" for any year shall mean one twelfth of the sum of what the carriers' monthly payments to –

- (1) the Plan for foreign-to-occupation employee and dependent health benefits, employee life insurance benefits and employee accidental death and dismemberment insurance benefits,
- (2) the Dental Plan for employee and dependent dental benefits, and
- (3) the Vision Plan for employee and dependent vision benefits,

would have been made during the year, per non-hospital association road employee, in the absence of any employee contributions in the aforementioned plans.

### Section 2 – Pre-Tax Contributions

Employee cost-sharing contributions made pursuant to this Part B shall be made on a pre-tax basis pursuant to the existing Section 125 cafeteria plan to the extent applicable.

### Section 3 – Method of Making Employee Cost-Sharing Contributions

Employee cost-sharing contribution will be made for the employee by the employee's employer. The employer shall deduct the amount of such employee contributions from the employee's wages and retain the amounts so deducted as reimbursement for the employee contributions that the employer has made for the employee.

## ARTICLE IV – AGREEMENT RULES

### Section 1 – Amendment to Rule 10 - Rates Of Pay and Overtime

A rate of pay for a team leader function will be added to Rule 10 as part (j); A rate of pay for a team leader function will be added to Rule 10 as part (j); with a premium compensation of an additional \$2.00 per hour to employees assigned the function at the discretion of management for the amount of time performing, amended to read as follows:

- (j) The company will have the right to organize assignments or groups of employees performing related functions into teams to facilitate the performance of work. When the team concept is utilized, the company may designate certain employees to serve as Team Leaders to coordinate the efforts of employees. An

*Handwritten signatures and dates:*  
9/30/22  
1/30/22



# TENTATIVE AGREEMENT

employee designated as Team Leader will be compensated for such work at \$2.00 per hour to the rate of pay to which the employee would otherwise be entitled.

## Section 2 – Amendment to Rule 12 - Positions and Assignments

In the application of Rule 12 part (c) of Agreement ISE-18-04, as amended, is hereby amended to increase the minimum paid meal period observed between the beginning of the fourth hour and end of the sixth hour after starting work by ten (10) minutes, amended to read as follows:

(c) Employees working eight (8) hours or more will be permitted a meal period. The meal period shall not be longer than an hour, to be taken between the beginning of the fourth hour and end of the sixth hour after starting work, in which case not less than thirty (30) minutes shall be allowed, without deduction in pay. Employees working overtime two (2) hours or more continuous with regular assignment shall be assigned a second meal period not to exceed twenty (20) minutes, without deduction in pay.

## Section 3 – Amendment to Rule 13 - Assignment Changes and Exercising Seniority

### a) Scheduled Run-Downs

In the application of Rule 13 part (a) of Agreement ISE-18-04, as amended, is hereby amended to permit the Company, at its discretion, to conduct one (1) schedule run-down per quarter in each calendar year. Run-downs shall not occur less than sixty (60) days apart unless mutually agreed by the parties, amended to read as follows:

(a) The Company may, at its discretion, conduct one (1) scheduled run-down per quarter in each calendar year. However, a scheduled run-down shall not occur less than sixty (60) days apart unless mutually agreed upon by the parties.

1) Electronic copies of the scheduled run-down must be provided to the local union representative no later than twenty-four hours prior to notifying affected employees of the scheduled run-down.

### b) Positions Advertised with Specific Duties

In addition, in the application of Rule 13 part (b) of Agreement ISE-18-04, as amended, is hereby amended for employees holding regular assigned positions with specific duties are required to qualify on posted duties to maintain the position, amended to read as follows.

(b) While positions may be bulletined with specific duties, employees may be used as deemed necessary by the Company, at its discretion, to perform other duties within the scope of this Agreement. Employees awarded regular assigned positions with specific duties must qualify on these duties posted to maintain the position. Employees unable to qualify will revert to the previous position held within 24 hours of disqualification. If the employee is unable to return to previous position held due to the position being abolished or senior employee has been awarded the position, the affected employee may displace into a regular assigned position held by a junior employee. The Company reserves the right to train all employees in all types of work covered by this Agreement. However, it is understood the most senior employee possessing sufficient fitness and ability shall be offered the opportunity for training ahead of junior employees. Training will be made available to employees in the following manner: (1) Volunteers in seniority order; then (2) forced in inverse seniority order.

# TENTATIVE AGREEMENT

## Section 4 – Amendment to Rule 14 – Holidays

Beginning in calendar year 2023 the federal observed Juneteenth holiday will begin to be recognized as a paid holiday for qualifying employees under Rule 14 part (a) of the controlling agreement (ISE-18-04), amended to read as follows.

(a) The following days are recognized as paid holidays for qualifying employees:

New Year's Day	Labor Day
President's Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Christmas Eve
Juneteenth Day	Christmas Day
Independence Day (July 4th)	New Year's Eve

**Note:** When any of the recognized holidays listed above, or any day which by agreement, or by law or proclamation of the State or Nation, has been substituted or is observed in place of any such holidays, then that day shall be observed as the holiday.

## Section 5 – Amendment to Rule 16 – Leave of Absence

In the application of Rule 16 part (f) of Agreement ISE-18-04, as amended, is hereby amended to require the Company, to abolish or post a positions when an employee is on leave of absence for more than of forty-five (45) days, amended to read as follows:

(f) The regularly assigned position of an employee observing any type of leave of absence may be posted or abolished at any time beginning at the onset of the leave. However, the position must be posted or abolished when leave is more than forty-five (45) days. An employee returning from a leave of absence shall return to the formerly held position. If the formerly held regular assigned position has been abolished or displaced by a senior employee in the normal exercise of seniority, the employee may exercise their seniority to a position held by a junior employee.

## Section 6 – Pay Statement Clarification

The Company intends to integrate into a new Payroll system by the end of 2023. Once integrated into a new payroll system the Company will provide the necessary adjustments to employee pay records to reflect actual hourly rate of pay under the controlling agreement in a manner that straight time and overtime line items must reflect current hourly rates. In the meantime, the Company will provide confirmation rate sheet with information for years 2020-2024 for each employee, parties to discuss.

Agreed to on this ## day of October 2022

For CSX Intermodal Terminals, Inc.

 9/30/22

Liza J. Griffin

Senior Manager, Labor Relations (HDO)

For Transportation Communications Union/IAM

 9/30/22

Greg Kocialski

National Vice President



# TENTATIVE AGREEMENT

October DD, 2022

## Addendum A

Mr. Greg Kocialski  
Transportation Communications  
Union / IAM National Vice President  
P.O. Box 1000, Grovetown, GA 30813

Dear Mr. Kocialski:

This confirms our understanding with respect to the general wages increases provided for in Article I, Sections 1, 2, and 3 of the Agreement of this date.

The company will make all reasonable efforts to pay the retroactive portion of such general wage increases as soon as possible and no later than sixty (60) days after the effective date of this Agreement. The company will also implement the general wage increases referenced above on October DD, 2022, or as soon thereafter as practicable.

If the company finds it impossible to make such retroactive payments and/or implement the referenced general wage increases by the dates specified above, the company shall notify you in writing explaining why such payments and/or implementation have not been made and indicating when the action(s) will occur.

Respectfully,



Liza J. Griffin  
Senior Manager, Labor Relations (HDO)  
CSX Intermodal Terminals, Inc.

I Agree



Greg Kocialski  
National Vice President  
Transportation Communications Union/IAM

# TENTATIVE AGREEMENT

October DD, 2022

Addendum B

Mr. Greg Kocialski  
Transportation Communications  
Union / IAM National Vice President  
P.O. Box 1000, Grovetown, GA 30813

Dear Mr. Kocialski:

This refers to the increase in wages provided for in Section 1, 2 and 3 of Article I of the Agreement of this date.

It is understood that the retroactive portion of those wage increases shall be applied only to employees who have an employment relationship with the company on the date of this Agreement or who retired or died subsequent to June 30, 2019.

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

Respectfully,

Handwritten signature of Liza J. Griffin with the date 9/30/22.

Liza J. Griffin  
Senior Manager, Labor Relations (HDO)  
CSX Intermodal Terminals, Inc.

I Agree

Handwritten signature of Greg Kocialski with the date 9/30/22.

Greg Kocialski  
National Vice President  
Transportation Communications Union/IAM



# TENTATIVE AGREEMENT

October DD, 2022

Side Letter No. #1

Agreement No. ISE-22-10

Mr. Greg Kocialski  
Transportation Communications  
Union / IAM National Vice President  
P.O. Box 1000, Grovetown, GA 30813

Dear Mr. Kocialski:

It is hereby agreed that employees who occupy a position at the effective date of this agreement under Agreement ISE-18-04, as amended, and who are compensated higher than \$22.00 on June 30, 2020, will be paid upon ratification of this Agreement, in addition to their respective retroactive payment, a lump sum of one thousand five hundred dollars (\$1500.00). The bonus will be paid as soon as possible and no later than sixty (60) days after the effective date of this Agreement.

It is also hereby agreed that employees who occupy a position at the effective date of this agreement under Agreement ISE-18-04, as amended, and who are compensated higher than \$22.85 on June 30, 2021, in addition to their respective retroactive payment, will be paid upon ratification of this Agreement, a lump sum of one thousand five hundred dollars (\$1500.00). The bonus will be paid as soon as possible and no later than sixty (60) days after the effective date of this Agreement.

Furthermore, it is agreed that upon ratification of this agreement, employees hired after June 26, 2010 who occupy an active position under the agreement will begin receiving the Railroad Retirement Gross-Up Rate of 6.15% to the employee's hourly rate of pay.

It is agreed that upon ratification of this Agreement, employees hired before April 18, 2018, and who currently occupy a position under Agreement ISE-18-04, as amended, will have their current hourly premium rate of 0.75 cents increased by 0.25 cents, totaling a \$1.00 hourly premium for all hours worked and PTO, beginning November 1, 2022; unless ratification is delayed the premium will begin eight (8) months after ratification.

Finally, it is agreed that upon ratification of this Agreement, employees hired after April 17, 2018, and who currently occupy a position under Agreement ISE-18-04, as amended, will be paid an hourly premium of 0.75 cents for all hours worked and PTO, beginning November 1, 2022; unless ratification is delayed the premium will begin eight (8) months after ratification.

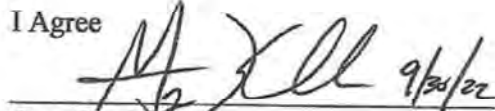
Respectfully,



Liza J. Griffin

Senior Manager, Labor Relations (HDO)  
CSX Intermodal Terminals, Inc.

I Agree



Greg Kocialski

National Vice President

Transportation Communications Union/IAM