

C. S. Decker
Assistant Vice President
Labor Relations
757-629-2820

May 1, 2020

NC-S-7

Mr. J. B. Orwan, General Chairman
International Association of Machinists and Aerospace Workers
25 Basin Hill Road
Duncannon, Pennsylvania 17020

Dear Mr. Orwan:

This confirms our understanding in regards to the May 1, 2020 Implementing Agreement for the Roanoke Locomotive Shop (RLS), and the contracting out of the following work which is subject to transfer and is currently being performed in whole or part by IAM represented employees at RLS. The parties agreed that the Carrier may contract out any or all of the following described work after May 18, 2020 without claim or dispute:

Re-manufacture and/or component repair of GE 7FDL Power Assemblies and EVO Power Assemblies.

In consideration of the above, the severance benefit of \$7500 provided to RLS employees under Article IV, Section 1 of the Implementing Agreement will be increased by \$17,500 to provide a total severance payment of \$25,000 to IAM represented employees who elect the severance option under the terms of the Implementing Agreement. Additionally, no active IAM represented employee at Juniata Locomotive Shop (JLS) will be furloughed within one (1) year from the report date of RLS employees at JLS.

This letter is in settlement of any outstanding claims in regards to the above listed work, is without prejudice to the parties' positions, is without precedential value, and will not be cited by either party in regards to future negotiations.

If the above sets forth your understanding, please sign below.

Very truly yours,

Christopher S. Decker

I agree:



J. B. Orwan, General Chairman
International Association of Machinists
and Aerospace Workers