

LOCOMOTIVE ENGINEER TRAINING AGREEMENT

between

NORFOLK SOUTHERN RAILWAY COMPANY

and the

UNITED TRANSPORTATION UNION

PREAMBLE

The purpose of this agreement is to provide the structure and compensation to encourage the safe and efficient training of locomotive engineers.

ARTICLE I - COMPENSATION

- Section 1. Engineer Trainees will receive a weekly training rate of \$823.57 while engaged in classroom Training.
- Section 2. Engineer Trainees will receive \$200.00 per training trip including separate deadheads while engaged in On The Job Training (OJT).
- Section 3. The rates of pay specified in sections 1 and 2 of this Article and the guarantee specified in Article II, Section 1 will be subject to step rate adjustments and general wage increases.

ARTICLE II - GUARANTEE

- Section 1. Engineer Trainees engaged in OJT will be guaranteed \$1647.14 per biweekly payroll period.
- Section 2. Engineer Trainees will be assigned to a Locomotive Engineer or his substitute during each biweekly period.
- Section 3. The guarantee will be reduced by lost earnings.

ARTICLE III - PERSONAL LEAVE DAYS

Engineer Trainees will be entitled to personal leave days in accordance with their years of service in the same manner as ground service employees.

ARTICLE IV - SUSPENSION OF PROGRAM

- Section 1. Engineer Trainees used to fill train service vacancies will not have the train service earnings applied against the engineer trainee guarantee and will not have the engineer trainee guarantee reduced.
- Section 2. The Engineer Training Program and the engineer trainee guarantee may be suspended by providing written notice to the involved employee(s) and the General Chairman.

ARTICLE V - GENERAL

Where other rules, agreements or practices conflict with this Agreement, the provisions of this Agreement will apply. This Agreement will be effective January 8, 2005, and remain in effect until changed in accordance with the provisions of the Railway Labor Act.

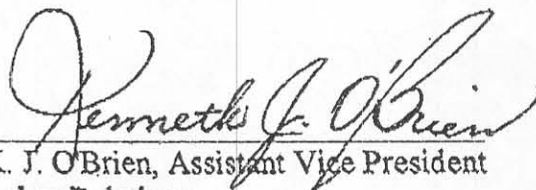
Signed this 8th day of December 2004, in Norfolk, Virginia.

FOR THE EMPLOYEES:

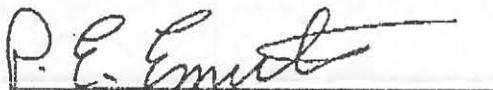
FOR THE CARRIER:



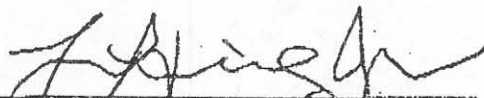
B. S. Daniel, General Chairman
United Transportation Union



K. J. O'Brien, Assistant Vice President
Labor Relations



P. E. Emert, General Chairman
United Transportation Union



L. P. King, Jr., General Chairman
United Transportation Union