



Rory Broyles
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September 11, 2017

VIA Electronic Mail and Certified Mail RRR

Mr. Sam Macedonio, AVP – Labor Relations
CSX Transportation, Inc.
500 Water Street
6th Floor, J-455
Jacksonville, FL 32202

Mr. Macedonio,

I am writing to you with regard to the notices served on the ATDA pursuant to Appendix 2 of the CSXT South and East Agreements on June 2, 2017. The notices as provided by the Carrier, (See Attachments #1 and #2), stated the Carrier's intent to relocate train dispatchers from their current eight (8) Dispatcher Offices to a centralized location in Jacksonville, FL beginning on or about August 31, 2017 with completion of the relocation on or about October 15, 2017. The subsequent information provided to the Organization by the Carrier, (See Attachment #3), clearly modified the time frame for completion and states that the Carrier would begin such relocation of our members on or about September 1, 2017 and complete such relocations on or about November 27, 2017. The attached document further indicated that the relocations would follow a very specific order, Florence, Baltimore, Albany, Atlanta, Nashville, Cincinnati, Indianapolis, Calumet City (Chicago). The Organization has met with the Carrier at every request, including prior to receiving such notice, in an effort to reach an Implementing Agreement. These meetings have included numerous face to face meetings, conference calls, as well as calls between you and I. Unfortunately, the Carrier has failed to recognize the Organization's value, the actual effect on the individual members, as well as the past Implementing Agreements between the parties and has advised the Organization of its intent to move forward with the relocation under the provisions of Appendix 2 and without an Implementing Agreement.

As of the date of this letter, the Carrier has failed to begin the relocation process. Furthermore, based upon various verbal communications with members, as well as

written responses from the Carrier, it now appears that the Carrier is not clear on when, and if, the relocations will begin and when they may be completed (*See Attachment #4*). These same communications have also led the Organization to understand that the Carrier has no plan to relocate offices and dispatchers that would be consistent with the June 2, 2017 notice. For example, it is now our understanding that the Nashville Office will relocate prior to the Albany Office (*See Attachment #5*). Again, this is not consistent with the notice received and the Organization has never received any further notification that would allow our members to recognize, understand, or plan for such Carrier changes.

Based upon the Carrier's actions, or lack thereof, many of our members have been, and will continue to be adversely affected. Our members must plan for this relocation based solely upon the timeline and information received by the Carrier. In this regard, many members have attempted to plan based upon the dates and order of relocation as supplied by the Carrier notices. Many have begun to list and sell their homes, break current leases, purchase or lease housing in Jacksonville, Florida, etc. The unilateral delay and changes to the order of the relocation will leave these members with duplicate housing costs, expenses, being apart from their families for an extended period of time, etc. Our members should not have to endure these hardships. Numerous other members have not been given appropriate scheduled time for house hunting and transferring to the new location and have had to use their own personal benefits, including, but not limited to personal leave and vacation time, in order to be prepared to relocate based solely on the schedule as provided in the Carrier notice.

The Carrier has also communicated numerous versions of benefits applicable to our members with regard to the benefits listed under Appendix 2. The members have attended Town Hall meetings in Florence on August 29 and 30, 2017, as well as in Baltimore on Thursday, September 7, 2017. In those meetings, the Carrier has stated their intent to limit many of the benefits listed in Appendix 2. Those limitations include items such as no more than five (5) total days would be compensated for the purpose of house hunting and actual transfer to Jacksonville combined (*Section 10(a) of Appendix 2*), limited temporary housing at the new location (*Section 10(a) of Appendix 2*), limits on reimbursement for actual and necessary expenses (*Section 10(a) of Appendix 2*), taxation of moving expenses that are reimbursed, contradictory statements with regard to options for the sale of a home (*Section 10(d-g) of Appendix 2*). The main intent of Appendix 2 should be to allow the members to follow their positions and work without incurring personal and financial harm. Unfortunately, many of our members have been informed verbally, as well as via email from Carrier Officials and representatives of the Carrier's contracted relocation company, that many of their expenses that have already been incurred may not be reimbursed, some that are reimbursed will be taxed, and that their options for the sale of their homes are not applicable. Furthermore, many members that have attempted to be proactive in order to meet with the Carrier's timeline for relocation are quickly approaching the submission of expenses for reimbursement and we are concerned that those expenses may be denied based upon the Carrier's failure to execute their relocation plan as described in the June 2, 2017 notice.

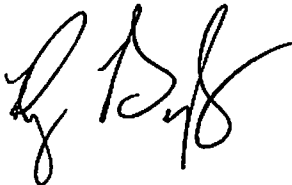
The Organization has a responsibility to our membership to supply information that is factual and timely. Unfortunately in this instance, the Carrier has chosen to convey their own versions and interpretations to the members directly and without any regard for the individuals themselves. The Carrier has failed to convey any and all changes to the relocation that are clearly not indicative of the June 2, 2017 notice, as well as other

Carrier correspondences, nor has the Carrier conveyed their inaccurate and contradictory interpretation of benefits described throughout Appendix 2 of the Collective Bargaining Agreement to any ATDA Representative. We must demand that the Carrier formally address, with the Organization, any and all changes to the relocation plan as previously conveyed, as well as issuing formal and consistent handling of benefits listed in Appendix 2.

While the Organization has been more than willing to discuss and enter into a mutually agreeable Implementing Agreement, as we have done on numerous occasions in the past, the Carrier has not been willing to do the same. On numerous occasions throughout this process, the Carrier has taken positions only to change the parameters later. This is certainly not good faith bargaining and we can only assume that the Carrier has never had a serious intent to reach an agreement that would mutually benefit the parties. The ATDA is more than willing to continue to discuss such an Implementing Agreement and has made numerous offers to the Carrier in that regard. As we have discussed in the past, once the Carrier actually begins the relocation process under Appendix 2, it will be most difficult, if not impossible, to reach a voluntary agreement after that process begins.

I look forward to the Carrier's formal written response to the above mentioned concerns by Friday, September 15, 2017. Our members should not have to be adversely affected and given various and contradictory answers to their questions depending on whom or when they speak with a Carrier representative. Numerous examples of such can be provided at the Carrier's request. These concerns include any and all changes to the original June 2, 2017 notice, previous Carrier correspondences, as well as the formal Carrier position with regard to the numerous applicable provisions of Appendix 2. It is imperative that the Carrier address these issues as soon as possible before more members are faced with hardships based solely upon the Carrier's inability to reach agreements and to effectuate the relocation as stated within the June 2, 2017 notice. The Organization is available to continue meaningful discussions should you so desire.

Respectfully,



Rory Broyles
ATDA Vice President

Cc: F.L. McCann, ATDA President
Cc: M. Stewart, CSX South General Chairman
Cc: P. Houle, CSX East General Chairman

POSTED JUNE 2, 2017

NOTICE PURSUANT TO
APPENDIX 2 OF THE ATDA -EAST AGREEMENT

CSX Transportation, Inc. ("CSXT") serves this notice pursuant to Sections 2(b) and 4(e) of Appendix 2 of the ATDA-East Agreement to relocate dispatching of CSXT's rail system as described in this Notice.

CSXT's rail system is currently dispatched by nine dispatching offices corresponding to the nine operating Divisions on CSXT. The following dispatching offices are covered by the ATDA-South Agreement:

Jacksonville	Jacksonville Division
Atlanta	Atlanta Division
Louisville	Louisville Division
Florence	Florence Division
Nashville	Nashville Division
Baltimore	Baltimore Division
Chicago	Chicago Division

The following dispatching offices are covered by the ATDA-East Agreement:

Albany	Albany Division
Indianapolis	Great Lakes Division

CSXT is restructuring its 21,000-mile rail system and in order to more efficiently dispatch the network, CSXT will relocate eight of the individual offices listed above to Jacksonville. Pursuant to this Notice, CSXT is proposing to relocate the Albany and Indianapolis Offices to Jacksonville. The Jacksonville Dispatching Office will remain in

Jacksonville. By separate notice under Appendix 2 of the ATDA-South Agreement served on the ATDA South Committee, CSXT will also relocate the Atlanta, Baltimore, Chicago (except for 1 desk), Florence, Louisville, and Nashville Dispatching Offices to Jacksonville.

The Offices and employees relocated to Jacksonville will be housed in the same physical location. The building, located at 3019 Warrington St., Jacksonville, FL 32254, will be remodeled to house all of the Dispatching Offices. After the relocation, Offices will continue to be responsible for dispatching the separate territories that they dispatch today. They will have the same consoles as the day before the relocation. There will still be the same seniority roster for each Office. The ATDA-South and ATDA-East Agreements will continue to apply to their respective offices. CSXT does not plan to abolish or establish positions as part of the office relocation. No employees are expected to be furloughed in connection with this relocation. CSXT is simply changing the physical location of dispatching offices.

The relocation will occur in steps. CSXT expects the relocation to begin on or around August 31, 2017 and be completed on or about October 15, 2017.

Relocation expenses will be governed by Section 10 of Appendix 2.

CSXT is willing to enter negotiations with employees' representatives for purposes of reaching an implementing agreement as referenced in Section 4(g) of Appendix 2 of the ATDA-East Agreement.

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POSTED JUNE 2, 2017

NOTICE PURSUANT TO
APPENDIX 2 OF THE ATDA -SOUTH AGREEMENT

CSX Transportation, Inc. ("CSXT") serves this notice pursuant to Sections 2(b) and 4(e) of Appendix 2 of the ATDA-South Agreement to relocate dispatching of CSXT's rail system as described in this Notice.

CSXT's rail system is currently dispatched by nine dispatching offices corresponding to the nine operating Divisions on CSXT. The following dispatching offices are covered by the ATDA-South Agreement:

Jacksonville	Jacksonville Division
Atlanta	Atlanta Division
Louisville	Louisville Division
Florence	Florence Division
Nashville	Nashville Division
Baltimore	Baltimore Division
Chicago	Chicago Division

The following dispatching offices are covered by the ATDA-East Agreement:

Albany	Albany Division
Indianapolis	Great Lakes Division

CSXT is restructuring its 21,000-mile rail system and in order to more efficiently dispatch the network, CSXT will relocate eight of the individual offices listed above to Jacksonville. Pursuant to this Notice, CSXT is proposing to relocate the Atlanta, Baltimore, Chicago (except for 1 desk), Florence, Louisville, and Nashville Dispatching

Offices to Jacksonville. The Jacksonville Dispatching Office will remain in Jacksonville. By separate notice under Appendix 2 of the ATDA-East Agreement served on the ATDA East Committee, CSXT will also relocate the Albany and Indianapolis Offices to Jacksonville.

The Offices and employees relocated to Jacksonville will be housed in the same physical location. The building, located at 3019 Warrington St., Jacksonville, FL 32254, will be remodeled to house all of the Dispatching Offices. After the relocation, Offices will continue to be responsible for dispatching the separate territories that they dispatch today. They will have the same consoles as the day before the relocation. There will still be the same seniority roster for each Office. The ATDA-South and ATDA-East Agreements will continue to apply to their respective offices. CSXT does not plan to abolish or establish positions as part of the office relocation. No employees are expected to be furloughed in connection with this relocation. CSXT is simply changing the physical location of dispatching offices.

The relocation will occur in steps. CSXT expects the relocation to begin on or around August 31, 2017 and be completed on or about October 15, 2017.

Relocation expenses will be governed by Section 10 of Appendix 2.

CSXT is willing to enter negotiations with employees' representatives for purposes of reaching an implementing agreement as referenced in Section 4(g) of Appendix 2 of the ATDA-South Agreement.

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Dispatcher Relocation - Phase 1
Florence - Baltimore - Albany

	1-Sep	2-Sep	3-Sep	4-Sep	5-Sep	6-Sep	7-Sep	8-Sep	9-Sep	10-Sep	11-Sep	12-Sep	13-Sep	14-Sep	15-Sep	16-Sep	17-Sep	18-Sep	19-Sep	20-Sep	21-Sep	22-Sep	23-Sep	24-Sep	25-Sep	26-Sep	27-Sep	28-Sep	29-Sep	30-Sep
	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Florence
Baltimore
Albany

Dispatcher Relocation - Phase 2
Atlanta - Nashville - Louisville

	6-Oct	7-Oct	8-Oct	9-Oct	10-Oct	11-Oct	12-Oct	13-Oct	14-Oct	15-Oct	16-Oct	17-Oct	18-Oct	19-Oct	20-Oct	21-Oct	22-Oct	23-Oct	24-Oct	25-Oct	26-Oct	27-Oct	28-Oct	29-Oct	30-Oct	31-Oct	1-Nov	2-Nov	3-Nov	4-Nov
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue
Atlanta
Nashville
Louisville

Dispatcher Relocation - Phase 3
Great Lakes - Chicago

	3-Nov	4-Nov	5-Nov	6-Nov	7-Nov	8-Nov	9-Nov	10-Nov	11-Nov	12-Nov	13-Nov	14-Nov	15-Nov	16-Nov	17-Nov	18-Nov	19-Nov	20-Nov	21-Nov	22-Nov	23-Nov	24-Nov	25-Nov	26-Nov	27-Nov	28-Nov	29-Nov	30-Nov	1-Dec	2-Dec
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue
Great Lakes	
Chicago	

BOID Chief Position
 Desk Moves Completed
 Division Move Completed



Labor Relations
500 Water Street, S/C J455
Jacksonville, FL 32202

Jared Smith
Manager - Labor Relation

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E-Mail: Jared_Smith@csx.com

September 5, 2017

Matthew Stewart
General Chairman –ATDA South

At this time the Organization has not arrived at an Implementing Agreement with the Carrier to govern the terms of your relocation to Jacksonville, FL. The relocation will proceed as scheduled under the terms of Appendix 2.

In an effort to ensure a more efficiently and seamless transition during this process, the following dispatching offices will proceed with relocation as indicated below:

- On or about September 7, 2017, through on or about October 3, 2017, all rostered Train Dispatchers will be relocated from Florence, SC, to Jacksonville, FL.
- On or about September 16, 2017, through on or about October 12, 2017, all rostered Train Dispatchers will be relocated from Baltimore, MD, to Jacksonville, FL.

The official relocation schedule for the remaining dispatching offices will be timely communicated with as much advance notice as possible.

Sincerely,

Jared Smith
Manager Labor Relations

On Sep 1, 2017, at 4:19 PM, Macedonio, Sam
<Sam_Macedonio@csx.com<mailto:Sam_Macedonio@csx.com>> wrote:

1. On or about September 7, 2017, through on or about October 3, 2017, all rostered Train Dispatchers will be relocated from Florence, SC, to Jacksonville, FL.
2. On or about September 16, 2017, through on or about October 12, 2017, all rostered Train Dispatchers will be relocated from Baltimore, MD, to Jacksonville, FL.
3. On or about October 8, 2017, through on or about October 27, 2017, all rostered Train Dispatchers will be relocated from Nashville, TN, to Jacksonville, FL.