

Side Letter #12

November 6, 1998

J. C. Ormes, General Chairman  
Brotherhood of Locomotive Engineers  
2850 Carmel Street  
Portage, IN 46368

Mr. Ormes:

Effective January 1, 1999, the carrier will pay a special pay differential of \$12.00 per basic day in freight and yard service and 12¢ per mile for miles run in excess of the number of miles encompassed in the basic day in freight service, to eligible engineers (as defined herein) working with a conductor/foreman only crew (excluding hot metal crews) or a reduced train/ground crew and without a fireman, with the understanding that this agreement resolves all existing disputes over engineers performing incidental work in the absence of another crew member, such as throwing switches or making couplings/uncouplings, etc., and no claims will be filed or progressed over such work during the term of this agreement. The special pay differential is not subject to future general wage increases or cost-of-living allowance adjustments, but effective on the date of the parties' next wage and rules agreement (local or national), the special pay differential will be increased to \$15/15¢.

To be eligible for the special pay differential, an engineer must have established seniority as such prior to March 15, 1983, or he must have been a "protected" employee under the carrier's crew consist agreement with the UTU (C) or the UTU (T) before he was promoted to engineer.

On and after the date of the next wage and rules agreement between the parties, however, an otherwise eligible engineer must meet the following additional condition to receive the increased special pay differential:

If he is working with a conductor/foreman only crew, the conductor/foreman must be a "protected" employee under the applicable crew consist agreement. If he is working with a reduced train/ground crew, at least one member of the train/ground crew must be a "protected" employee under the applicable crew consist agreement.

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It is also understood that the carrier will pay this differential to eligible engineers working an engineer-only assignment in freight or yard service, including engineer-only hot metal assignments but excluding pilot or hostling service.

Respectfully,

*J. F. Ingham (omb)*

J. F. Ingham  
Senior Director Labor Relations

AGREED:

*J. C. Ormes*  
J. C. Ormes, General Chairman