



Transportation Division

Steve Mavity
General Chairman
BO

John Whitaker
General Chairman
SCL

Dale Barnett
General Chairman
LN

James Darby
General Chairman
AWP

Travis Raynes
General Chairman
CO

August 3, 2017

Mr. E. Hunter Harrison
President and Chief Executive Officer
CSX Transportation, Inc.
500 Water Street
Jacksonville, FL 32202



Dear Mr. Harrison,

The undersigned General Chairmen are deeply disturbed by comments you made to CSX customers in a letter, widely distributed in the media, pertaining to the “push back” and “resistance” of employees that you allege are the root of service disruptions. Although your accusations did not specify labor at the ballast level, the impression is that contract labor is responsible for the service disruptions.

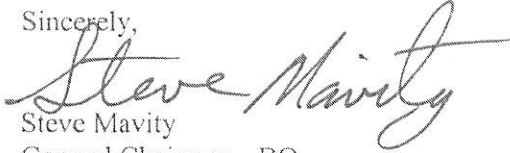
The Organization refuses to accept responsibility for service disruptions that negatively affect the customers when we have no input on operational changes. We receive minimal and, in most cases, no communication from any department about the significant changes being implemented almost daily. We have a proven track record in this industry for promoting changes that benefit our members and the company. The undersigned have repeatedly requested to be involved in the “new plan”, but have been ignored. If you recall, our support and advice was offered directly to you on the conference call held May 12, 2017.

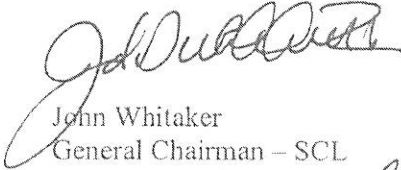
Our members, the ballast line employees, rightfully take your comments as a personal attack on their professionalism. Your letter was a kick to the gut and a severe blow to their morale. They have worked through numerous operational challenges and changes to their work routines. Despite harsh treatment, furloughs and repeated violations of their collective bargaining agreements, it has not deterred the employees from fulfilling their duties. If anything, our members are “pushing forward” even though management is providing limited guidance and resources.

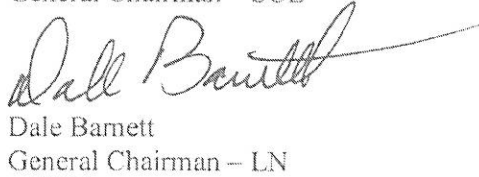
As a reminder, our members are dedicated career employees and also stockholders with a vested interest in the direction of the company. To suggest contract employees would intentionally disrupt operations misleads the general public and insults the integrity of our crafts. This Organization will not allow our members to serve as an excuse for management’s inability to communicate and execute your ‘precision scheduled railroading’.


In the future, alleged issues related to the performance of labor should be addressed with the undersigned General Chairmen.

Sincerely,


Steve Mavity
General Chairman - BO


John Whitaker
General Chairman - SCL


Dale Barnett
General Chairman - LN


James Darby
General Chairman - AWP


Travis Raynes
General Chairman - CO

Cy: SMART - TD International officers
SMART - TD Local officers
Cindy Sanborn, EVP & Chief Operating Officer - CSXT
Jermaine Swafford, Sr. VP & Chief Transportation Officer - CSXT
Bob Frulla, Sr. VP - Network Operations - CSXT
Zach Jones, VP - Labor Relations, CSXT

