

WHEELING & LAKE ERIE RAILWAY COMPANY

Joseph C. Burley
Vice President Human Resources

100 East First Street
Brewster, OH 44613

(330) 767-7265

Fax: (330) 767-3465

Side Letter 1

January 18, 2019

Mr. L. Randy Fannon
General Chairman
Brotherhood of Locomotive Engineers and Trainmen
P.O. Box 1711
Abingdon, VA 24212

Dear Mr. Fannon:

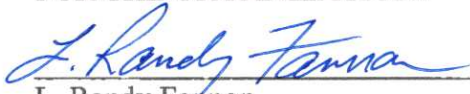
This side letter confirms our understanding in regard to Article(s) Engineer 30 and Trainmen 44.

It was agreed that the Profit-Sharing eligibility would be reviewed on a case by case basis, when an engineer or conductor fails to receive a full share due to "no fault of their own" by not having the ability to work straight time hours but are paid at the overtime rate which affects profit sharing.

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

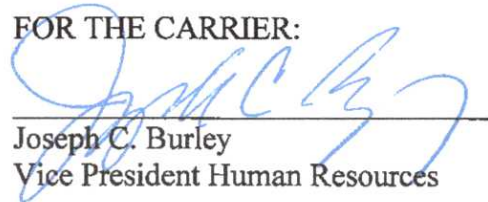
Signed this 18th day of January 2019.

FOR THE ORGANIZATION:



L. Randy Fannon
General Chairman

FOR THE CARRIER:



Joseph C. Burley
Vice President Human Resources

WHEELING & LAKE ERIE RAILWAY COMPANY

Joseph C. Burley
Vice President Human Resources

100 East First Street
Brewster, OH 44613

(330) 767-7265

Fax: (330) 767-3465

Side Letter 2

January 18, 2019

Mr. L. Randy Fannon
General Chairman
Brotherhood of Locomotive Engineers and Trainmen
P.O. Box 1711
Abingdon, VA 24212

Dear Mr. Fannon:

This side letter confirms our understanding in regard to mentoring student trainmen and student engineers.

It is understood that the mentor/trainer pay will be formalized at \$1 an hour compensation for having a student.


Mentors will be identified by the Wheeling & Lake Erie Railway Company.

Article 45(c)4 of the Engineers' Agreement will remain in effect for trainers not selected at mentors.

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


Signed this 18th day of January 2019.

FOR THE ORGANIZATION:



L. Randy Fannon
General Chairman

FOR THE CARRIER:



Joseph C. Burley
Vice President Human Resources

WHEELING & LAKE ERIE RAILWAY COMPANY

Joseph C. Burley
Vice President Human Resources

100 East First Street
Brewster, OH 44613

(330) 767-7265

Fax: (330) 767-3465

Side Letter 3

January 18, 2019

Mr. L. Randy Fannon
General Chairman
Brotherhood of Locomotive Engineers and Trainmen
P.O. Box 1711
Abingdon, VA 24212

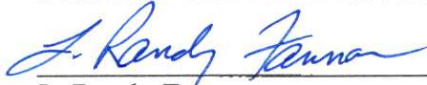
Dear Mr. Fannon:

This side letter confirms our understanding of Article 26(c) of the Engineers' Agreement.

Deductions will be made from the wages earned in the second payroll period of the month in which their aforementioned certified statements are furnished to the Carrier.

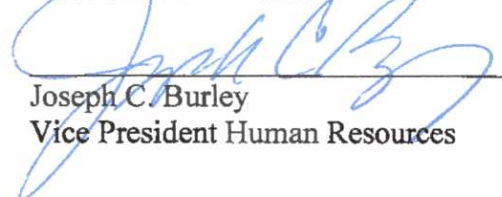
Signed this 18th day of January 2019.

FOR THE ORGANIZATION:



L. Randy Fannon
General Chairman

FOR THE CARRIER:



Joseph C. Burley
Vice President Human Resources