

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
TTX  
And  
BROTHERHOOD OF RAILWAY CARMEN

The parties agree to updated Article 10, Section 5, as follows:

Section 10.5

Effective July 1, 2017, the Company shall provide each employee a single payment of ~~\$600~~ \$650, less applicable taxes, for the purpose of purchasing the following protective clothing, ~~and~~ safety equipment, ~~and for any incidental use of personal cell phone for work-related reasons:~~

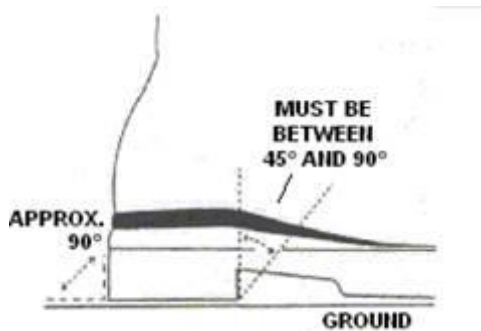
1. Safety shoes with steel safety toes, which are mandatory at all locations (metatarsal guards preferred).

While on duty or on company property, employees must wear footwear that meets the following requirements:

- A. Boot height must be a minimum of 6 inches or more when measured from the floor to the topmost part.
- B. Boots must be lace up.
- C. Have soles that provide good traction, thick enough to withstand punctures, not excessively worn, or have loose soles or heels.

A defined heel ('Riding heels' are NOT approved) as illustrated below, the back of which is at an approximate right angle from the sole of the shoe and from the ground when standing. The front of the heel must not be at an angle of less than 45 degrees from the sole of the shoe to the ground. Approved snow packs are acceptable. Defined

heel means a heel 1/2" deeper than the rest of the sole when new. At no time should that measurement be less than 1/4".



Footwear as defined by OSHA Standard 1910.136 ANSI Z41.1, ASTM F-2412-11, ASTM F-2413-11 and Standard Class #75 for safety toe footwear must be worn by all employees.

2. Rubber rain boots over safety shoes (buckle rubber cover boots will not be allowed).
3. Coverall and/or bib overalls and jacket.
4. Any incidental use of personal cell phone to communicate with the Company for work-related reasons. For example, voluntarily responding to overtime calls or responding to a call while not on duty. This does not create a requirement for employees to answer a call during non-working hours.

Signed:

*W.E. Grissom*

Don Grissom, General President  
Brotherhood Railway Carmen Division

5/6/2024

Date

*J T Feeny*

James Feeny, Director Labor Relations

4/29/2024

Date