

## CODIFICATION NOTES

Pursuant to Article VIII, Section J, of the August 1, 1998 Agreement, this document represents the codified collective bargaining agreement between the parties. The parties expressly state that this codified agreement is not intended to, and in the parties' view does not, alter, amend or change in any manner whatsoever any of the provisions agreed upon and implemented by them over the course of their bargaining history; in other words, all such contracts, agreements, understandings and practices, if any, in effect on the effective date of this codification shall continue in effect according to their terms until modified, terminated, superseded or revoked by subsequent agreement or operation of law. Accordingly, the parties have made every effort to thoroughly review every agreement between them, and incorporate their terms in the appropriate place in this codified agreement. If the parties subsequently discover that a relevant agreement has not been properly codified, through oversight or inadvertence, they will meet promptly to undertake the necessary modifications.

In addition, the parties explicitly and specifically acknowledge the continuing vitality and applicability of the source documents from which this codified agreement was drafted. Therefore, it is agreed that either party may continue to utilize any source document it deems relevant in the adjudication of any dispute arising from the application or interpretation of the provisions of this codified agreement. The parties further agree as follows:

1. All references to gender in the codified agreement are to be considered gender- neutral.
2. Because of the January 1, 2004 merger between the Brotherhood of Locomotive Engineers and the International Brotherhood of Teamsters, all references in the codified agreement to the Brotherhood of Locomotive Engineers or BLE shall mean the Brotherhood of Locomotive Engineers and Trainmen or BLET, respectively.
3. Numerous agreements and understandings pertaining to the rates of pay, rules, or working conditions of Passenger Engineers have been integrated into this codified agreement as a result of this codification process, while others have been fulfilled or superseded during the bargaining history of the parties. The parties agree that such agreements and understandings, which are enumerated and identified in Appendix "Z" hereto, are deemed to be archived effective with the completion of the codification process; however, they remain available to the parties for use as source documents as specified above.