The Wheeling
Wheeling & Lake Erie Railway Company
100 1st Street SE
Brewster, OH 44613

Patrick McGee
Director Labor Relations

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VIA ELECTRONIC MAIL

November 12, 2026

Mr. Scott Bunten
General Chairman
Brotherhood of Locomotive Engineers and Trainmen
P.O. Box 873
Lexington, VA 24450

Dear Mr. Bunten:

This letter is in response to your letter of November 10, 2026, and members of the Brotherhood of Locomotive Engineers and Trainmen ("BLET") subsequent withdrawal from service as a result of Wheeling and Lake Erie Railway Company's ("the Carrier") use of management employees as conductors in contravention of Article 1, Scope, of the current Trainmen Employees Collective Bargaining Agreement between the BLET and the Carrier.

This shall confirm our mutual understanding that Article 1, Scope, of the current Trainmen Employees Collective Bargaining Agreement prohibits, without exception, the use of management employees in scope-protected train service. The Carrier is committed to not using management forces as Conductors moving forward.

It is further understood that employees engaged in the BLET's strike action on November 11, 2026, will not be disciplined as a result of such participation, provided they make every reasonable effort to timely return to work and protect assignments pursuant to existing rules and procedures. Furthermore, the Carrier agrees to compensate the first out rested and available employees that were replaced by Carrier Officials for all lost earnings associated with the tour of duty on November 8, 2026, upon identification.

Respectfully,

Patrick McGee

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