

BNSF



MILTON H. SIEGEL JR.
Assistant Vice President

Burlington Northern Santa Fe

2600 Lou Menk Drive

Fort Worth, Texas 76161-0030
(817) 352-1068

October 20, 1998

Mr. Ken Mason
General Chairman UTU
8250 West 80th Avenue
Arvada, Colorado 80005

Dear Ken:

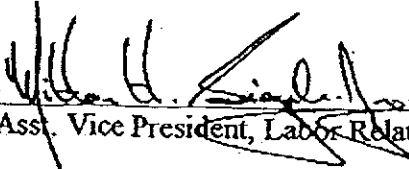
This letter refers to your letter wherein you pose a question whether temporary transferred employees are considered protected employees on their new seniority district. As you recall in 1984 the Carrier and the UTU entered into an agreement amending the original crew consist agreement. This agreement known as BN 10/24/84 OPS 54A-84, dealt with this question of transfer employees. This agreement clearly provided that employees transferring would not be protected on their new district.

However, the February 25, 1997 Agreement that merged the four rosters on the former C B & Q, allows for free movement between the districts. This 1997 agreement failed to address in writing the issue of crew consist protection of employees exercising their newly acquired rights. Therefore, I am agreeable to the offer that beginning November 1, 1997, any employees who make a permanent transfer to another district, under provisions of the February 25, 1997 Agreement will not lose their crew consist protective status as a result of transfer. Stated another way, if the employee is a protected employee on the previous district, he will be considered a protected employee on the new district.

Please sign below if you concur with this handing.

Sincerely,

I CONCUR:



Asst. Vice President, Labor Relations



General Chairman, UTU

CC: Gene Shire