

MEMORANDUM OF AGREEMENT
Between The
BURLINGTON NORTHERN AND SANTA FE RAILWAY COMPANY
And The
UNITED TRANSPORTATION UNION

With respect to Rule 20 of the Great Northern Switchmen's Schedule and numerous local agreements which allow a "free agent" Switchmen to exercise seniority placement to bulletined yard service positions, it is herein agreed:

a. A switchman off his regular assignment or the extra list, for five (5) days or more, is considered a "free agent" and may exercise seniority placement to a bulletined yard service position.

b. A switchman whose assignment is canceled or who is displaced by a senior employee, is considered a "free agent" and may exercise seniority placement to a bulletined yard service position.

c. An exercise of seniority to a bulletined position by a "free agent" will be considered a bid for that yard service position and may not be withdrawn.

Note: The provision of this Agreement will not conflict with Article XII of the 1996 UTU National Agreement, requiring employees to exercise displacement rights within forty-eight (48) hours from the time of notification.

Except as specifically provided herein, nothing contained in this agreement shall be construed as modifying, amending or superseding any other provision of this schedule agreement between the United Transportation Union and this Carrier.

This agreement will become effective as of the date signed. Either party may cancel this Agreement with fifteen days' written notice to the other party.

Signed at Fort Worth, Texas, this 4th day of August, 1999.

For: United Transportation Union For: Burlington Northern and
Santa Fe Railway Company

SIGNED
D. B. Snyder, General Chairman

SIGNED
M. H. Siegele
AVP Labor Relations