

MEMORANDUM OF AGREEMENT

Between The

BURLINGTON NORTHERN AND SANTA FE RAILWAY COMPANY

And The

UNITED TRANSPORTATION UNION
(Former GN, GN-Y, NP & SP&S Territories)

In order to standardize the implementation of Arbitration Board No. 559, Article XII, Section 1 (a) and (b), regarding the handling of employees, displaced or reduced from permanent positions, it is hereby agreed:

Section 1.

Displaced train and yard service employees, exercising seniority within the subdivided seniority district must exercise seniority placement within forty-eight (48) hours of formal notification.

Section 2.

Employees who fail to exercise seniority within forty-eight (48) hours of formal notification will be placed as follows:

Road Service Employees:

a. Displace the junior regularly assigned road service employee at the location within the subdivided seniority district where the displaced employee last performed service on a regular assignment.

b. If there is no junior road service employee, displace the junior regularly assigned employee working at the location.

Yard Service Employees:

a. Displace the junior regularly assigned yard service employee at the location within the subdivided seniority district where the displaced employee last performed service on a regular assignment.

b. If there is no junior yard service employee, displace the junior regularly assigned employee working at the location.

Section 3.

Employees electing to exercise seniority outside the subdivided seniority district must notify the appropriate crew office of their intent within the initial forty-eight (48) hour period, providing written confirmation within five (5) days. Seniority placement must be completed within five (5) days of the initial displacement notification. Failure to exercise seniority within the five (5) day period will result in placement described in Section 2 of this Agreement.

Section 4.

Train and Yard service employees with insufficient seniority to secure an assignment, an extra board position or the reserve board, within the subdivided seniority district, may be required to exercise seniority on their seniority district as stipulated within Section 3.

(Note: Employees will not be required to exercise seniority on the seniority district if such placement will result in the furlough of an employee on the new subdivided seniority district.)

a. An employee not required to exercise seniority on their seniority district may accept "voluntary furlough" in the event that individual has insufficient seniority to hold an assignment, extra board position or the reserve board on that particular subdivided seniority district.

b. An employee is "furloughed" if that individual has insufficient seniority to procure an assignment, extra board position or the reserve board on the seniority district.

c. Employees with sufficient seniority to obtain a position at another subdivided seniority district, may do so by written notification to the appropriate crew office, not less than forty-eight (48) hours nor more than five (5) days prior to the effective date of that seniority placement.

d. All employees must maintain current telephone numbers and addresses on file with the Carrier as required by current agreements and/or instructions.

Section 5.

Employees with insufficient seniority to hold a position on their original subdivided seniority district, exercising seniority to another subdivided seniority district within five (5) days of displacement, will be allowed the use of company provided lodging at the new location, under the following circumstances:

- a. There is a BNSF provided lodging facility at the new location with surplus rooms.
- b. Surplus rooms at the lodging facility will be on a first-come, first-serve basis.
- c. If surplus rooms are not available, displaced employees may request the contract rate at the lodging facility. It is understood that employees will be responsible for room rental charges under such circumstances.

Section 6.

Furloughed employees will be recalled to service in seniority order to the subdivided seniority district(s) they have selected and registered with the appropriate crew office. If more than one location is listed, the employee will indicate the order of preference. Employees who fail to list preferences and are not working on another subdivided seniority district will be recalled to the location from which they were initially displaced.

(Note: Employees reduced from a subdivided seniority district, who have exercised seniority to another location will not receive a recall notice. Those individuals are entitled to exercise seniority placement to their original subdivided seniority district under the provisions of prevailing collective bargaining agreement.)

When a recall to service is initiated on a subdivided seniority district, a notice will be posted at all locations on the seniority district, notifying all train and yard service employees of the specifics of the recall.

- a. Formal notification of recall will be the date the notice is received or first attempted delivery of certified mail (return receipt requested), whichever is earliest. If delivery is unsuccessful, the designated UTU officer will be immediately provided the recalled employee's name, last known address, phone number and location from which furloughed.
- b. Failure to respond to recall within thirty (30) days will result in the forfeiture of all seniority. Should the Organization provide a verifiable explanation for the employee's late report within six (6) months of the expiration of the thirty (30) period, the Carrier may opt to reinstate the employee with seniority unimpaired. Should the Carrier reject the explanation, an investigation will be scheduled to allow the employee an opportunity to show cause as to why his seniority should not be forfeited.

c. If recall to a particular subdivided seniority district location does not provide sufficient employees to fill the available work opportunities, furloughed employees at the nearest location on the same seniority district by highway mile will be recalled, in reverse seniority order, to the subdivided seniority district experiencing the employee shortage.

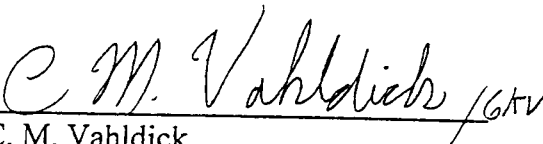
Except as specifically provided herein, nothing contained in this agreement shall be construed as modifying, amending or superseding any of the provisions of schedule agreements between the United Transportation Union and this Carrier.

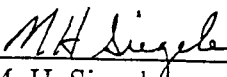
This agreement will become effective as of the date signed. Either party may cancel this Agreement with thirty (30) days' written notice.


Signed at Fort Worth, Texas, this 15 day of October, 1998.

For: United Transportation Union

For: Burlington Northern and
Santa Fe Railway Company


C. M. Vahldick
General Chairman (NP)


M. H. Siegel
Assistant Vice President
Labor Relations


K. J. Johnson
General Director
Labor Relations

2000-05

LETTER OF UNDERSTANDING

Between

BURLINGTON NORTHERN AND SANTA FE RAILWAY COMPANY

And

UNITED TRANSPORTATION UNION (GN, NP, SP&S)

The parties agree to amend Section 2 of the September 14, 1998 Memorandum of Agreement, regarding 48-hour displacements, as follows:

1. A displaced employee who fails to exercise seniority within the "48 hour" period will first be placed to an open position on the extra list for the service from which displaced.
2. In the event there is no open extra list position, the displaced employee will displace the junior employee in the service from which displaced.

Except as specifically provided herein, nothing contained in this agreement shall be construed as modifying, amending or superseding any of the provisions of schedule agreements between the parties.

This agreement is effective on the date signed below, and may be cancelled by either party with a ten (10) day written notice.

Signed at Fort Worth, Texas, this 14th day of July, 2000.

For: United Transportation Union

For: Burlington Northern and Santa Fe
Railway Company

D. B. Sneyd
General Chairman

William H. Siegel
Assistant Vice President - Labor Relations

R. D. Kerley Sr.
General Chairman

R. L. Luther
General Director - Labor Relations

J. A. Fitzgerald
General Chairman

BNSF



MILTON H. SIEGELE, JR.
Assistant Vice President
Labor Relations

Burlington Northern Santa Fe

2600 Lou Menk Drive
P.O. Box 961030
Fort Worth, Texas 76161-0030
Telephone: (817) 352-1068

February 16, 1999

Mr. Carl M. Vahldick
General Chairman, UTU
227 East Sunshine, Suite 101
Springfield, MO 65807

Mr. Dave B. Snyder
General Chairman, UTU
45 Southwest 7th Avenue
Forest Lake, MN 55025

Mr. G. Dale Welch
General Chairman, UTU
1101 Cedar
Teague, TX 75860

Gentlemen:

Reference the agreement package addressing items such as Instructional and Re-Examination Classes, Tripartite Review, Physical or Visual Examinations, Highway Transport Vehicle Safety, and Permanent/Temporary Transfers.

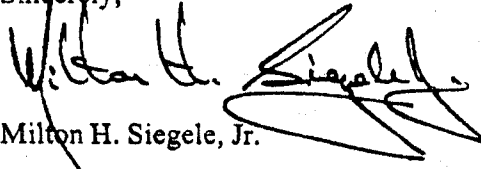
During discussions leading to the finalized version of this package, we discussed the possibility of allowing employees who were force assigned to another location within the Seniority District to use BNSF provided lodging at the "forced to" location, for a period of up to sixty (60) days, when so force assigned.

I agreed with you that, if this Agreement ratifies, that BNSF will commit, as a matter of policy, to allow individuals, who are force assigned within the Seniority District, to use BNSF provided lodging at the "forced to" location, subject to the following conditions:

1. There must be a BNSF provided lodging facility at the "forced to" location.
2. The individual must use the facility.
3. The individual must not be able, through the normal exercise of seniority, to secure a position at the home location.
4. The BNSF provided lodging shall be provided for a maximum period of sixty (60) days.

I trust that the foregoing addresses your concerns.

Sincerely,


Milton H. Siegel, Jr.