



**BURLINGTON NORTHERN**



176 East Fifth Street  
St. Paul, Minnesota 55101

Mr. G. D. Hitz, Gen. Chmn.  
United Transportation Union  
10200 W. 44th Ave.  
Wheat Ridge, Colorado 80033

September 21, 1981

File CT-82  
EF-82

Mr. M. A. Duke, Gen. Chmn.  
United Transportation Union  
697 Midwest Building  
St. Paul, Minnesota 55101

Gentlemen:

In reference to the several conversations we have had in regard to Rule 4 in the new Burlington Northern Safety Rule Book which concerns proper footwear.

I am willing to agree that shoes of the "Wellington Boot" style constitute proper footwear. This willingness is based on the presumption that a shoe of this type, as normal, has a rounded toe, a walking heel with a definite instep notch, has a substantial sole that will resist puncture and that the shoe tops are of substantial leather or leather substitute construction.

This willingness is also conditioned on the understanding that the cowboy boots with pointed toes or tapered heels and the other types of shoes or shoe material specifically mentioned in the rule (sandals, cloth, etc.) may be prohibited so far as our agreements are concerned. It is further understood that any type of footwear must at least have the basic essentials of a substantial sole that will resist puncture, a definite instep-heel notch and substantial upper leather or leather substitute construction materials, but beyond that, I am willing to discuss with you, as the occasion may arise, any further objections that you may have to particular shoe models that the Safety Department may designate as unacceptable for on-duty wear.

If you agree to all of the above recited agreement and understandings, please so indicate by signing the duplicate copy of this letter and return it to me. I will then issue the necessary instructions.

Sincerely,

ACCEPTED:

*A. E. Egbers*  
A. E. Egbers  
Vice President

*G. D. Hitz*  
General Chairman - UTU