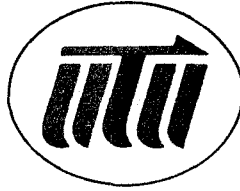


united transportation union

J. W. REYNOLDS
General Chairman



227 EAST SUNSHINE, SUITE 101
SPRINGFIELD, MISSOURI 65807

BURLINGTON NORTHERN (FORMER FRISCO)

SAND SPRINGS RAILWAY

April 3, 1986

All Local Chairmen Representing
Conductors and Brakemen in ID Service
United Transportation Union
Burlington Northern-Springfield Region (former Frisco)

Dear Sirs and Brothers:

All interdivisional pool freight service agreements in effect on this property contain the following paragraph:

"As far as Conductors and Brakemen are concerned the total number of interdivisional pool crews on one territory will be regulated twice monthly in accordance with the total number of round trips started out of the two home terminals in the previous payroll period as indicated by the table that is attached hereto. Adjustments in the number of crews at other than those two regular semi-monthly adjustment dates (at 12:01 p. m. on the 1st and 16th days of the calendar month) or any variations from these attachments may be made only by unanimous agreement between the designated Carrier representative and the two Local Chairmen of the train crafts on a seniority district portion of an interdivisional territory. "

As you know, in the past, interpretations have been issued by this office that "variations" and "adjustments" could be made only in the event of wrecks, fires, wash-outs or other catastrophic occurrences. Additionally, interpretations were issued by this office that no "variations" could be made for the second-half February under any circumstances.

We have reviewed the history and context of this agreement rule and have come to the conclusion that those earlier interpretations were diametrically opposed to the clear language of the agreement rule.

Therefore, effective with the date of this writing, the message we wish to get across to you is this: The Local Chairman, or Chairmen as the case may be, who are specified in the above-quoted agreement rule are empowered to make

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"variations" and "adjustments" with the concurrence of the appropriate Carrier officer, as the clear language of the agreement rule so states.

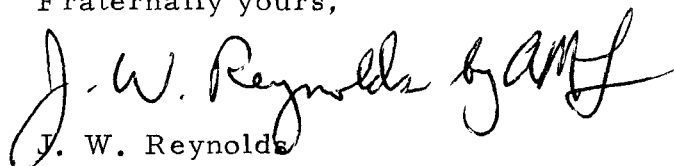
While there is no absolute requirement that such be done, it is our strong suggestion to you that, if you choose to exercise your power to vary from the start tables, your understanding with the appropriate Carrier officer meet the following three criteria:

1. Any permanent "variation" must be consistent and must be understood by all concerned.
2. The understanding should be reduced to writing, preferably in agreement form.
3. The "variations" should be reflective of the wishes of the majority of your Committee.

As an example of one possible route you may take should you choose to make local "variations" from the start tables, please find attached copy of a Local Agreement currently in effect on the Cherokee Seniority District. Again, with the interpretation contained herein, there is no requirement that you put your "variation" understandings in agreement form; but we feel that it would be in line with the democratic principles of this Union to do so. Formalizing the understanding by agreement will meet the consistency requirements, will insure that a change in Carrier officers will not affect it and will keep this office informed of your handling of crews.

In the past, allegations surfaced on one territory which may have prompted the earlier (now superseded) interpretations of the above-quoted agreement rule. That allegation was that one "prior rights" district which was the "owing" district for equalization purposes would add an extra pool every time the accumulated mileage required that the employees of the other district work off the equalization. That dispute was settled; and that is one element of the consistency requirement. If similar allegations arise in the future, this office will not hesitate to intercede and correct any abuses.

Fraternally yours,


J. W. Reynolds
General Chairman

AML/sw

cc: Secretaries