

## Memorandum of Agreement

between

Burlington Northern and Santa Fe Railroad

and the

United Transportation Union (former C.B. &Q)

1. All trainmen/yardmen properly holding seniority as such, established on or before September 22, 1995, on the Missouri, Illinois-Wisconsin, and Nebraska Seniority Districts shall be dovetailed and placed on the bottom of the Wyoming Seniority District.
2. All trainmen/yardmen properly holding seniority as such, established on or before September 22, 1995, on the Missouri, Illinois-Wisconsin, and Wyoming Seniority Districts shall be dovetailed and placed on the bottom of the Nebraska Seniority.
3. All trainmen/yardmen properly holding seniority as such, established on or before September 22, 1995, on the Missouri, Wyoming, and Nebraska Seniority Districts shall be dovetailed and placed on the bottom of the Illinois-Wisconsin Seniority District.

4. All trainmen/yardmen properly holding seniority as such, established on or before September 22, 1995, on the Wyoming, Illinois-Wisconsin, and Nebraska Seniority Districts shall be dovetailed and placed on the bottom of the Missouri Seniority District.
  
5. Home Seniority District shall be defined as the Seniority District where the employee held seniority on or before September 22, 1995, or the Seniority District where employees establish seniority after September 22, 1995.
  
6. In dovetailing the seniority rosters for each District, the employee's established seniority date and ranking on the original Seniority District will be used. In the event of a tie, the tied employees will be ranked by chronological age, with the older employee ranked ahead of a younger employee. In the event of a tie, the employees will be ranked by a random drawing. Provided, however, that nothing contained in this Section shall result in a change in the relative standing that employees held on their Home Seniority District. In the event of a conflict between the ranking procedures contained in this Section and the commitment to maintain Home Seniority District ranking, the Organization will determine the proper standing of the employees.

7. Employees hired after September 22, 1995, will be placed on the bottom of all four Seniority Rosters upon establishing seniority pursuant to the provisions of applicable rules.
  
8. Employees added to the bottom of Seniority Rosters as provided by this Agreement may, but will not be required, to protect service off of their Home Seniority District unless the employee is voluntarily working on the Seniority District where the force assignments are taking place.
  
9. Existing obligations to protect seniority on the Home Seniority District are not diminished or expanded by this Agreement. The limits of consolidated terminals and the assignments there are not considered service off of the Home Seniority District.

The provisions of this Agreement supersede all Agreement provisions that conflict herewith.

Signed this 25<sup>th</sup> day of February , 1997.

  
Assistant Vice President Labor Relations

  
General Chairman