

March 24, 1999

Mr. P. W. Tibbit, General Chairperson
United Transportation Union GO-393
P.O. Box 3069
Temple, TX 76505

Dear Sir and Brother:

This has reference to our meetings in Kansas City on March 23 and 24, 1999 concerning existing problems involving Grand Division Seniority.

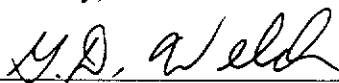
While attending this meeting, we were furnished a letter dated November 13, 1998 addressed to General Chairperson J. F. Holden. This letter explains in detail, the Carrier's interpretation of the proper application of Implementing Agreement No. 5, as pertain to the exercise seniority on districts of the merged BNSF system consolidated under provision of merger Implementing Agreements. No. 5.

While some of us do not entirely agree with the Carrier's interpretation, we all recognize a need to arrive at a uniform provision in the application of system seniority. We also recognize there are conflicts in the various original Grand Division Seniority Agreements and that most of us were previously unaware of the restrictions built into those Agreements.

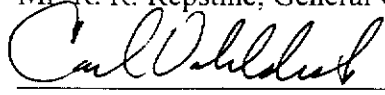
In order to off set the Carrier's interpretation set forth in their November 13, 1998 letter, we have arrived at a solution to protect each General Committee as well as fairness to all the members each of us represent. We are attaching a copy of our interpretation to the provisions contained in Implementing Agreement No. 5, which we all agree would be a proper and fair application of the System Seniority Agreement.


Since the Carrier has indicated to each of us that they plan to apply their November 13, 1998 application to each of properties, it is necessary to be advised regarding your position on the attached interpretation. Please advise no later than May 3, 1999 if you are willing to accept this interpretation.

Fraternally,

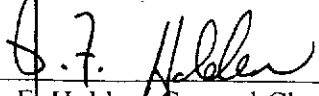

Mr. G. D. Welch, General Chairman


Mr. R. R. Repstine, General Chairman


Mr. C. M. Vahldick, General Chairman


Mr. K. W. Mason, General Chairman


Mr. J. A. Huston, General Chairman


Mr. J. F. Holden, General Chairman

Attachment A

Employees desiring to exercise seniority from one consolidated seniority territory to a location on a different consolidated seniority territory will do so under the terms of the agreement in place on the consolidated seniority district to which they are exercising seniority.

An employee can exercise seniority to a location on the former ATSF Northern and Southern seniority districts where junior employees are in furlough status, provided they can no longer hold a position in active service on the zone and/or seniority district which they are leaving.

P. W. Tibbit
General Chairman
T. W. Hardy
Senior Vice Chairman
D. H. Jones
Junior Vice Chairman
H. D. Greene
Vice Chairman Enginemen
R. K. Williamson
Secretary

**united
transportation
union**

General Committee of Adjustment
(Conductors - Trainmen - Yardmen - Enginemen)
BNSF Railroad
Santa Fe Northern & Southern Division



P.O. Box 3069
Temple, TX 76505
(254) 742-1124
Fax: (254) 742-1613

April 15, 1999
GO 393-239-99

Mr. P. C. Thompson
10805 West 48th Street
Shawnee Mission, KS 66203


Mr. R. L. Marceau
14872 250th Place SE
Issaquah, WA 98027

Dear Sirs and Brothers:

This is to advise you I concur with the proposed interpretation reached in Kansas City during our March 23 & 24, 1999 meeting concerning problems with the Grand Division Seniority.

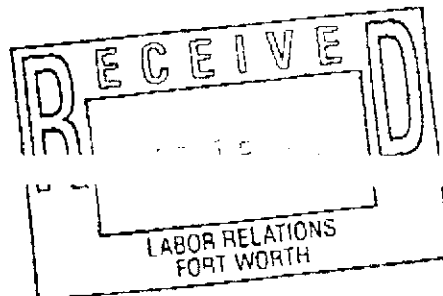
Please find enclosed letter of March 24, 1999 signed by affected General Chairmen with agreed to interpretation in attachment A as to a proper and fair application of the System Seniority Agreement.

Fraternally,


P. W. Tibbit
General Chairman

Attachment

- Cc: C. L. Little, UTU President
G. D. Welch, UTU General Chairman
R. R. Repstine, UTU General Chairman
C. M. Vahldick, UTU General Chairman
K. W. Mason, UTU General Chairman
J. A. Huston, UTU General Chairman
J. F. Holden, UTU General Chairman
J. J. Fleps, BNSF Vice President
M. H. Siegele, BNSF Asst. Vice President
G. L. Shire, BNSF General Director
All Local Chairmen GO-393 CT&Y



Attachment A

Employees desiring to exercise seniority from one consolidated seniority territory to a location on a different consolidated seniority territory will do so under the terms of the agreement in place on the consolidated seniority district to which they are exercising seniority.

An employee can exercise seniority to a location on the former ATSF Northern and Southern seniority districts where junior employees are in furlough status, provided they can no longer hold a position in active service on the zone and/or seniority district which they are leaving.