

MEMORANDUM OF AGREEMENT
between
BURLINGTON NORTHERN AND SANTA FE RAILWAY COMPANY
and the
BROTHERHOOD OF LOCOMOTIVE ENGINEERS

This understanding is in reference to numerous previous conferences concerning periodic instruction classes and whether such classes are permissible under the provisions of OPS 3-91.

In particular, we discussed the two-year provision of Section 3 of OPS 3-91.

Therefore, it is agreed:

The agreement OPS 3-91 is hereby canceled.

Periodic instruction classes will be continued to assure that engineers have an excellent working knowledge and understanding of our operating and safety rules. This of course, is directly applicable to a safe railroad operation. Given that both parties recognize the importance of these instructional classes and safety classes, it is agreed that when an engineer is required to attend such period instruction classes such engineer will be made "whole" for earnings lost as a result of attending the class. If an engineer is required to attend such classes without loss of time from the engineer's regular assignment, the engineer will be compensated a minimum of a basic days pay at the rate of the last service performed for each calendar day the engineer is required to attend class.

Such periodic instruction classes will not affect an engineer's certification as defined in 49CFR Part 240 or employment status.

This agreement is not intended to apply to secondary safety meetings, safety committee participation or similar activities; or to any other safety, instructional or information activities which are conducted immediately before, during or immediately after an engineer's tour of duty.

This agreement will become effective on 20th day of April 1997.

(Signatures not reproduced)

Brotherhood of Locomotive Engineers

GENERAL COMMITTEE OF ADJUSTMENT
BURLINGTON NORTHERN RAILROAD COMPANY

T.R. MURPHY
GENERAL CHAIRMAN

3433 S. CAMPBELL, SUITE O
SPRINGFIELD, MISSOURI
65807

January 24, 2001

ALL LOCAL CHAIRMEN
BROTHERHOOD OF LOCOMOTIVE ENGINEERS
BURLINGTON NORTHERN AND SANTA FE RWY. CO.

RE: Biannual Rules Testing and Engineer Re-certification Testing

Dear Sirs and Brothers:

As all of you know, the current policy of the BNSF is to have all operating employees tested on the GCOR, AB&TH, Safety Rules and HazMat, at least once every two years. And, as you also know, last year the carrier implemented Computer Based Training (CBT) on a trial basis. Last year the company was offering an incentive payment for any engineer who completed CBT on his own time before his due date: \$200.00 instead of a basic day's pay. This year, the company also approached the BLE offering the same type of arrangement as last year with respect to CBT rules testing. We, meaning all BLE Committees on BNSF, rejected the carrier's proposal because of our bargaining position on this subject during this current round of on-property bargaining.

For the year 2001, or until a new agreement is reached with the carrier, engineers required to take operating rules exams, whether biannual or re-certification, will be notified by the carrier of the date to report for training and testing. If the engineer loses no time, the proper claim would be for a basic day's pay. If the engineer loses time, the proper claim would be for make whole.

Please feel free to contact this office if you have any questions.

Trusting this brings you up to date on this subject, I remain

Fraternally yours,



T.R. Murphy
General Chairman

RECEIVED
JAN 27 2001