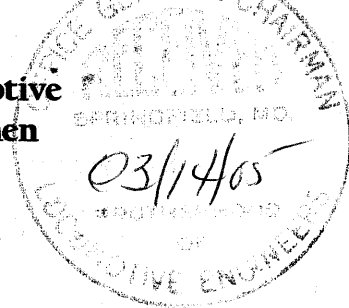




RICK GIBBONS
General Chairman
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Roger Boldra
Director-Labor Relations
BNSF Railway Co.
2600 Lou Menk Drive
P. O. Box 961030
Fort Worth, TX 76161-0030

March 9, 2005
Re: Trip Rate - STAS / Overtime / Misc.
Sent via USPS

Dear Roger,

This is in reference to our ongoing discussions with Labor Relation's Staff concerning implementation of trip rates. Specifically, this is in reference to the concerns expressed by the Organization concerning the Carrier's initial inclusion of monies earned during the 2001 test period in certain pools which included utilization of engineers that was clearly not permissible and/or not in accordance with the working schedule for the involved pools. For example the use of ID crews in short pool service. We agreed that these monies would be withdrawn from the 2001 test period calculations (or the substitute test period or comparable pool that may have been used) and a new trip rate would be figured absent these monies. Accordingly, if non permissible events, or events that are not in accordance with the working schedule of the involved pools, occur after trip rate implementation, the involved employees will be compensated as they were prior to the implementation of trip rates.

It was further understood that, where permissible, an engineer used to perform hours of service relief/shuttle service for one or more trains out of away from home terminal who is then tied up at the away from home terminal or who is then deadheaded home without being released at the lodging facility will be allowed a single trip rate with overtime after 8 hours on duty including the deadhead time regardless of miles operated. The overtime extender is still applicable in addition to the 8 hours on duty, this without prejudice to either parties position on overtime extenders. An engineer used for hours of service relief/shuttle service at the away from home terminal and then taken to the lodging facility will be allowed the trip rate and overtime payment referenced herein and then a second trip rate for subsequent service, work or deadhead.

For pools where hours of service relief/shuttle service is permissible at the home terminal, engineers used to perform hours of service relief/shuttle service for one or more trains out of the home terminal who are then tied up at the home terminal will be allowed a single trip rate with overtime after 8 hours on duty. The overtime extender is still applicable in addition to the 8 hours on duty, without prejudice to either parties position on overtime extenders.


It is understood that an extra board engineer or pool engineer where there are no trip rates called in short turn around service is permitted to complete the work of a road train whose crew has expired under the Hours of Service Law that is entirely within switching limits. This contemplates that the relieving crew merely completes the work that would have normally been completed by the former road crew, and in no way permits the work that would normally have been completed by the yard crews. A train that is entirely within switching limits will not be considered as having expired under the Hours of Service Law unless its crew is fully relieved within two hours of expiring under the hours of service.

It is also understood in the application of the paragraph above that engineers placed on "hours of service relief" trains within the switching limits of their initial terminal and used as so described will not be considered to have "departed" the terminal for application of the 8 hour restriction found in the various Short Turn Around Service Rules.

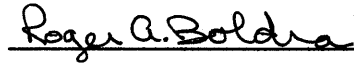
During our conference we also concurred that when extra board engineers or pool engineers (under the jurisdiction of this Committee where there are no trip rates implemented) are used to perform multiple departures in hours of service relief or to shuttle multiple trains into and out of their initial terminal, they will be paid under the Short Turn Around Service Rules in accordance with the SLSF working schedule.

If this reflects your understanding of our discussions, please indicate so by signing below.

Sincerely,


R.C. Gibbons
BLET General Chairman

I Agree,


BNSF Labor Relations