Agreement
between
BNSF Railway
and its employees represented by the
Brotherhood of Maintenance of Way Employees Division

This agreement addresses the operation of the Plasser MDZ-2000 Tamper and Ballast Management Systems, commonly referred to as the MDZ 09-3x high-speed surfacing equipment (MDZ), by BMWED-represented employees anywhere on the BNSF system. This Agreement is intended to cover all MDZ machines and subsequent new improved, or modified machines. This Agreement replaces the February 14, 2005 MDZ Agreement and all other existing agreements and side-letters pertaining to the MDZ. Where not in conflict with this Agreement, the provisions of the September 1, 1982 BN/BMWE Agreement, as updated, will apply to the MDZ positions. Given the specific issues discussed relative to this equipment and our desire to achieve a stable working arrangement for the operation of the MDZ, and to provide coordination of our training efforts to ensure we continue developing a sufficient number of trained operators for this new equipment, the parties agree as follows:

1. MDZ Work Program: Each year prior to the operation of the MDZ 09-3x high-speed surfacing equipment (MDZ), BNSF will provide the General Chairmen a schedule of the MDZ programmed work for the upcoming calendar year. To the extent available, the schedule will identify the anticipated milepost work locations, start/end date, and project duration. The schedule will include the number of workdays in each applicable seniority district. The programmed work schedule may be subject to change without notice, except when work is added or removed per Section 2 below. It is further understood that such changes will not include changing the districts indicated on that year’s work program.

   A. The MDZ may operate on any of the nine seniority districts (100, 200, 300, 400, 500, 600, 700, 800, and 900), but no MDZ set will be scheduled to operate on more than four seniority districts in a calendar year, and those seniority districts must be contiguous.

   B. For purposes of this agreement, Districts 100 and 600 shall be considered “contiguous” districts. In the event an MDZ is scheduled to work on both Districts 100 and 600, employees will be eligible for the “C rate” daily per diem allowance set forth in Section 4, B below.

   C. If an MDZ is scheduled to operate solely on Seniority Districts 600, 700, or 800, it will operate under the terms and conditions of the June 10, 1999 ATSF Super Surfacing Gang Agreement.

   D. If an MDZ is scheduled to work in the Avondale to Iowa Junction corridor, any vacancies on such equipment which required bulletin, will be made available
first to SP prior-righted employees (to the extent addressed in UP-SP Implementing Agreement No. 1, STB Decision No. 44 of Finance Docket No. 32760). Moreover, upon the completion of the work on the Avondale to Iowa Junction corridor, positions filled by bulletin by SP prior-righted employees will be re-bid or filled through the regular means prescribed in the applicable Agreements, either the MDZ or the ATSF Super Surfacing Gang.

2. Multi-District Applicant Ratio: Based on the MDZ work program, the parties shall jointly determine the percent of planned work on each applicable district. This shall be determined by separately dividing the number of planned workdays on each district by the total number of planned workdays for the MDZ work season. The percent of workdays on each district shall then be multiplied by the total number of MDZ positions (7), which will determine the number of applicants to be assigned from each applicable district (rounded to the nearest whole with a minimum of one) ("Pro-rate").

The General Chairmen may timely notify the Company of any particular Seniority District where no MDZ "pro-rate" applicant will be assigned due to the short time the MDZ is programmed to work on that district.

In the event the Company adds work at a new location on a programmed district to the work program, or takes away a work location from the work program, it shall notify the General Chairmen. If the program change would impact the "pro-rate" position allocation, the parties will meet to determine how such change may affect MDZ staffing position allocation, if at all. The General Chairmen shall advise the Company of the desired change in MDZ position allocation. If this results in the assignment of new employees, any employee otherwise displaced by the program change shall be entitled to a "pro-rate" bonus for all compensation earned while on the MDZ, and these employees will be allowed a displacement consistent with governing rules and seniority; however, these displaced employees cannot exercise seniority onto another MDZ crew.

3. Bulletins & Assignments: Prior to the start of each MDZ work season, BNSF will post, in the usual manner in each applicable seniority district, an advertisement bulletin for one MDZ Foreman, six MDZ Operators, and two MDZ Trainee positions for each district the MDZ is scheduled to work in the current year and anticipated to work in the following year. Exception: No trainee(s) required for the following year's anticipated district if there are more than 6 MDZ-qualified operators for that district. The posted bulletin will include all of the information concerning the position requirements and a copy of this Agreement. The parties agree that the MDZ advertisement bulletin will be timely issued, preferably the last half of November each year, so that application for a MDZ position will not preclude an opportunity to apply for Region/System Gang positions. Correspondingly, an employee assigned to an MDZ position will not be required to report to a Region/System Gang position assigned during the same time period.

In the event there are insufficient applicant(s) from a pro-rate district after the initial bulletin, a second bulletin will be posted on the next available bulletin cycle, to the pro-rate district(s) with unfilled ("no bid") positions only. If there are still no applicants from these unfilled pro-rate district(s), a third bulletin will be posted on the next available bulletin cycle to all of the pro-rate districts, with preference given to applicants from the
unfilled pro-rate district(s); otherwise, applicants from the other pro-rate districts will be assigned consistent with Part A below.

A. Applications: Employees who desire a position on the MDZ for the upcoming work season will make written application for the position on the usual bid form provided (or online bidding system) and submit same to the Company Officer designated on the form, with a copy to the applicable General Chairman. Assignments will be made in the following order:

1. MDZ-qualified applicants from each seniority district the MDZ is scheduled to work in seniority order.

2. Former MDZ Trainees from each seniority district the MDZ is scheduled to work in seniority order.

3. Any remaining positions will be filled using applicants who have 6 months cumulative service within the last 36 months on a production tamping crew. These applicants will be assigned in seniority order, and are subject to the Qualification Period set out in Part B below.

4. In the event there are unfilled MDZ positions after Steps 1, 2, or 3 above, any remaining positions will be filled using applicants who have at least one year of MoW experience, and at least 30 calendar days service on a production tamping crew, preferably—but not necessarily—on a CAT-09 or Jackson 6700 equipped surface crew. These applicants will be assigned in seniority order, and are subject to the Qualification Period set out in Part B below.

B. Qualification Period: Employees assigned to the MDZ who have not previously qualified on the MDZ will be subject to a 120-calendar day qualification period, in lieu of the 30 calendar day period provided for in Rule 23 of the September 1, 1982 BN/BMWE Agreement as updated. These employees will be added to the "MDZ-qualified List" at the time of their assignment to an MDZ position, in accordance with their relative seniority (e.g. Foreman or Group 3 Operator date). In other words, employees will not be ranked by their MDZ qualifying date. Employees who are disqualified within the 120-day period will be removed from the "MDZ-qualified List" effective with their disqualification. Rule 23 will otherwise apply to the MDZ positions, except an employee "disqualified" under this paragraph will be allowed a displacement pursuant to Rule 8 instead of being required to return to their former position.

4. Compensation & Expenses:

A. In consideration of the terms of this Agreement, the rates of pay for the MDZ 09-3x high speed surfacing equipment are as follows:
<table>
<thead>
<tr>
<th>Classification</th>
<th>Rate (per hour)</th>
</tr>
</thead>
<tbody>
<tr>
<td>MDZ Foreman</td>
<td>$31.26</td>
</tr>
<tr>
<td>MDZ Operator</td>
<td>$28.88</td>
</tr>
</tbody>
</table>

These rates are subject to all future general wage increases, including all wage increases that may result from the current round of bargaining.

**B. Incentive Bonus:** Each employee assigned to the MDZ who does not leave the MDZ gang voluntarily during the MDZ production season shall be entitled to a lump sum payment annually equal to five percent (5%) of employee's compensation earned during the calendar year on the MDZ gang, with payment to be made within 30 days of the completion of the employee's service on the MDZ gang. The parties will apply a "pro rate" lump sum bonus to MDZ employees who may be required to depart the gang early due to a hardship release, on the following basis:

<table>
<thead>
<tr>
<th>Months MDZ Service</th>
<th>Bonus Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>3</td>
<td>2%</td>
</tr>
<tr>
<td>4</td>
<td>3%</td>
</tr>
<tr>
<td>5</td>
<td>4%</td>
</tr>
<tr>
<td>6 or more</td>
<td>5%</td>
</tr>
</tbody>
</table>

**C. Per Diem Allowance:** An allowance, to offset the cost of away from home meals, away from home incidental expense and weekend travel home, will be paid to MDZ employees. These rates will be increased on January 1, 2012 by $5.00, which will be credited against any increase provided under the National Agreement from the bargaining round that began in 2010. The rate will be determined by the work location of the MDZ, as follows:

<table>
<thead>
<tr>
<th>Rate Designation</th>
<th>Current Per Diem Rate</th>
<th>Per Diem Rate Effective 1-1-12</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>$63.00</td>
<td>$68.00</td>
<td>MDZ working on employee’s home district.</td>
</tr>
<tr>
<td>B</td>
<td>$78.00</td>
<td>$83.00</td>
<td>MDZ working on a district adjacent (with tracks adjoining) to employee’s home district.</td>
</tr>
<tr>
<td>C</td>
<td>$93.00</td>
<td>$98.00</td>
<td>MDZ working on a district not adjacent to employee’s home district.</td>
</tr>
</tbody>
</table>

Location of the MDZ for rest day allowance will be determined on the basis of where the MDZ worked at the last day of the workweek. The daily allowance
amount shall be increased to reflect the same percent or dollar increases applicable to away from home expenses and/or Travel Allowance as may be agreed to in any Local or National Agreements.

Daily allowance, unless otherwise agreed, will be determined as follows:

<table>
<thead>
<tr>
<th>Home District</th>
<th>A Rate / Working on District</th>
<th>B Rate / Working on District</th>
<th>C Rate / Working on District</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>100</td>
<td>200</td>
<td>300, 400, 500, 600, 700, 800, 900</td>
</tr>
<tr>
<td>200</td>
<td>200</td>
<td>100, 300, 400</td>
<td>500, 600, 700, 800, 900</td>
</tr>
<tr>
<td>300</td>
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<td>200, 400, 500</td>
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</tr>
<tr>
<td>400</td>
<td>400</td>
<td>200, 300, 500, 700</td>
<td>100, 600, 800, 900</td>
</tr>
<tr>
<td>500</td>
<td>500</td>
<td>300, 400, 700, 900</td>
<td>100, 200, 600, 800</td>
</tr>
<tr>
<td>600</td>
<td>600</td>
<td>700, 800</td>
<td>100, 200, 300, 400, 500, 900</td>
</tr>
<tr>
<td>700</td>
<td>700</td>
<td>400, 500, 600, 800, 900</td>
<td>100, 200, 300</td>
</tr>
<tr>
<td>800</td>
<td>800</td>
<td>600, 700, 900</td>
<td>100, 200, 300, 400, 500</td>
</tr>
<tr>
<td>900</td>
<td>900</td>
<td>500, 700, 800</td>
<td>100, 200, 300, 400, 600</td>
</tr>
</tbody>
</table>

This allowance is to be paid on each day of the calendar week, including rest days and holidays, pursuant to the qualifying provisions in Rule 38, Section 1, of the September 1, 1982 BN/BMWE Agreement as updated, except MDZ employees who take an approved Personal Leave Day or a "floater" vacation day on a Monday or Friday will not lose rest day allowance.

Correspondingly, MDZ employees who take one or more weeks of scheduled vacation will receive rest day allowance for the rest days immediately following the workweek preceding the scheduled vacation, but not for the rest days at the conclusion of the vacation prior to returning to work.

This allowance will not affect payment of Travel Time for changes in work locations made during the workweek or on rest days, pursuant to Rule 35 E of the September 1, 1982 BN/BMWE Agreement as updated. Weekend Travel Allowance as described in Rule 38, Section II (Article XIV of National Agreement) is not applicable to MDZ employees.

**D. Lodging:** MDZ employees will be provided single-occupancy lodging seven days per week at BNSF’s expense. When weekend lodging is required while traveling to or from home single occupancy will be provided (corporate lodging where available). MDZ crewmembers' time will start and end at the lodging facility each day.
E. MDZ Startup/Shutdown Travel Time and Personal Vehicle Mileage: Employees assigned to an MDZ gang and driving their personal vehicles will be eligible for travel time and personal vehicle mileage from their residence to the startup lodging facility location. Similarly, when the MDZ gang is disbanded at the end of the work season, employees driving their personal vehicles will be eligible for travel time and personal vehicle mileage from the shutdown lodging facility location to their residence. Travel time will be calculated at the rate of 2 minutes per mile. Personal vehicle mileage will be paid at the current IRS mileage reimbursement rate.

F. Airfare Option for Travel Home on Rest Days: For employees required to work over 400 miles from their residences, the Company shall provide, and these employees shall have the option of electing an air travel transportation package to enable these employees to return to their families once every three weeks. The Company shall provide ground transportation from the work site to the away-from-home airport, and on the return trip, the Company shall provide ground transportation from the away-from-home airport to the lodging site. In dealing with programmed work, the employees and Company may know how long the employees will be required to work beyond the 400-mile range, and the Company can require the employees to give advance notice of their intention to elect the air transportation option so that the Company may take advantage of discounted airfares. Irrespective of the customary meal and lodging entitlement that employees have under this Agreement, when employees elect the air transportation option, they shall be entitled to meals and lodging during the two weekends in the three-week cycle and they shall not be entitled to meals and lodging during the third weekend upon which they return home by air transportation.

G. Change of Headquarters – Travel Time: On days where an MDZ gang is required to change its headquarters location, and the assigned employees are required to work overtime at the end of their regular-assigned workday prior to the actual move, and who perform service for the Company on the next calendar day, will receive the travel time for the change of headquarters move at the overtime rate of pay.

5. Training: Employees assigned to the MDZ will be required to attend necessary training, some of which may be performed at Plasser facilities and/or in advance of the start of the gang. Employees will be compensated for all required training. Expenses will be allowed during training. If training is conducted off of BNSF’s property, expenses will be allowed as if employees were taken away from regular headquarters. MDZ employees will be required to “cross train” on each operator position in the gang consist. Employees assigned to the MDZ Foreman position will not be required to cross-train. During the work season, each employee’s “regular” operator’s position on the gang will be determined jointly by company supervision and the gang members. In the event it is not worked out, the supervisor shall resolve it.
6. **Lock-In Period:** Employees assigned to the MDZ will be required to remain with the MDZ, restricted from bidding off, for the entire work season (lock-in period). During each work season, employees assigned to the MDZ will not be subject to displacement. **Hardship Requests:** Hardship requests to be released from the MDZ for compelling personal reasons will be handled promptly by the affected General Chairman and the appropriate General Director Maintenance or his designee, and the employee so released will be allowed a displacement pursuant to Rule 8. The parties will discuss release from the MDZ, and upon consideration and mutual agreement, release from the MDZ will be accommodated as quickly as possible; however, it is not intended to leave the MDZ unmanned.

7. **Displacements:** Upon release from the MDZ crew at the end of the work season, disqualification, pro-rate reallocation, or following a hardship release, MDZ employees will be allowed a displacement consistent with governing rules and seniority [see Rule 7, Section II-K, 2nd paragraph for exceptions to displacements onto Region/System Gangs], except they cannot displace to another MDZ gang. Such MDZ employees will be provided information as to all junior employees currently assigned to positions that were both posted and closed during an MDZ employee’s “lock-in period” where seniority was gained by assignment in a rank or roster for which the MDZ employee has not already established seniority. If the MDZ employee displaces that junior employee from such assignment, the MDZ employee will be awarded the same seniority date of the junior employee in that rank or roster, the same as if the MDZ employee had bid and been assigned to the position.

8. **Workweek:** The MDZ crew may be assigned a workweek consisting of either five 8-hour days ("5-8’s") or four 10-hour days ("4-10’s") without re-bulletin, except any change between 5-8’s or 4-10’s requires a five working day advance notice, and will only be effective at the beginning of a workweek. The manner in which compressed workweeks will be worked, time credited, rest days, holidays, personal leave days etc., will be consistent with the parties August 1, 1996 "4-10" Agreement (Appendix HH of the September 1, 1982 BN/BMWE Agreement as updated). MDZ crews with five-day workweeks are subject to Rule 24 of the September 1, 1982 BN/BMWE Agreement as updated, and the rest days will be Saturday and Sunday; however, depending on service requirements, MDZ crew members may be required to work on their rest days at the applicable overtime rate of pay. Other compressed workweek arrangements or compressed halves etc., (other than 4-10’s) may be worked, if agreed to by a majority of the MDZ crew members and management, and the affected General Chairmen are provided advance notice of the desired compressed workweek schedule and if worked, will also be subject to Appendix HH as referenced above.

9. **Starting Times:** The assigned starting time for the MDZ crew will be any time between 4 a.m. and 11 a.m. Notice, as required in Rule 27 of the September 1, 1982 BN/BMWE Agreement as updated, shall apply to any change in starting time. A change in starting time shall occur only after the required notice has been given to the MDZ crew, and any such change in starting time will remain in effect for at least five working days.
In the event service operations require a start time outside of the 4 - 11 a.m. window, such alternative start time may be implemented with the proper notice as referenced above, however, all hours worked outside the work hours that would otherwise be permitted based on a 4 - 11 a.m. start time will be paid at the overtime rate. That is, if the MDZ was regularly assigned and working 11:00 a.m. to 7:00 p.m., and BNSF desired to start the MDZ crew at 12:00 p.m. and end at 8:00 p.m. (with proper notice and duration), the hour from 7 p.m. to 8 p.m., which would not otherwise be permitted in a 4 - 11 a.m. start time, would therefore be paid at the overtime rate.

**A. Second Shift:** Notwithstanding the above paragraph, in the event BNSF determines it desires to establish a second shift MDZ crew, the parties shall meet to determine the anticipated duration of the second-shift operation (which may be less than six months), desired starting time of the second shift, and the manner a second-shift operation will coordinate with the first shift. The provisions expressed in this agreement shall apply to a MDZ second-shift operation, except the position assignment procedures shall assign applicants from the seniority district(s) where a second-shift operation will work and on the basis of senior-qualified applicant as outlined in Section 3. Any time worked on the MDZ second shift shall be counted towards the employees "qualification period" and such service shall be subject to Section 3-B. A second shift operation shall not have a starting time between midnight and 4:00 a.m.

**B. Second Shift Compensation:** The applicable rates of pay in this agreement shall be increased by five percent (5%) for all hours worked by the first and second shifts while a second shift operation remains in effect. The compensation and overtime opportunity shall be equalized between the first and second shift. The compensation bonus provided in Section 4-B shall be pro-rated to employees who work the MDZ second shift for all compensation earned while the MDZ second shift remains in operation.

**10. Trainees:** BNSF will offer training for MDZ operation to not less than two employees from each seniority district the MDZ is scheduled to work in the current year and anticipated to work in the following year. **Exception:** No trainee(s) required for the following year's anticipated district if there are more than 6 MDZ-qualified operators for that district. Employees interested in the MDZ Trainee positions must make application for a trainee position, which will be assigned consistent with Section 3-A, Items 1 - 4. This training may include off-site training at Plasser facilities or other locations. The MDZ training will include "hands on" training. MDZ training offers "familiarization" with MDZ operation to interested employees and will not create duplicate MDZ positions. The parties anticipate the training will likely be a week or two in duration, but shall be offered to assigned applicants on an equal basis. Pay and expense provisions of this agreement shall apply to employees who are accepted into the training program.

**A. Insufficient Trainee Applicants:** If the number of interested employees who apply for an MDZ Trainee slot is insufficient, BNSF will post additional advertisement bulletin(s) to the seniority districts of the current year's operation soliciting interested employee applications for an MDZ Trainee slot. Any such
application shall be accepted in seniority order from the applicable districts subject to the qualifications described in Section 3-A, Items 1 - 4.

B. Filling Vacancies: If a greater-than-30-day MDZ vacancy (except vacations) should occur during the current work season, "MDZ Trainees," who received training during the current work season, shall receive preference in seniority order to fill that vacancy for the remainder of the work season, giving consideration to the seniority district "pro-rate" provisions. If no MDZ Trainee desires the vacancy, then the junior MDZ Trainee from the applicable "pro-rate" seniority district may be assigned to fill that vacancy for the remainder of that work season only.

Likewise, "MDZ Trainees" will be used to fill less-than-30-day MDZ vacancies such as vacations, short-term operator absence, and similar situations (short-term MDZ vacancies), other than familiarization time; however, these trainees will be drawn from the seniority district where the MDZ is working at the time of the vacancy, and not the "pro-rate" seniority district.

1. Mileage reimbursement: An MDZ Trainee used to fill short-term MDZ vacancies and authorized to use their personal vehicle, in lieu of BNSF-provided transportation, will be entitled to mileage expense at current IRS rates for travel from the MDZ Trainee’s former position to the MDZ location, and from the MDZ location to the MDZ Trainee’s former position or next position if the MDZ Trainee were displaced or position abolished during their absence, at the end of the MDZ vacancy.

2. Travel Time: An MDZ Trainee used to fill short-term MDZ vacancies will be entitled to Rule 35 Travel Time pay, as follows:

   i. From current position to the MDZ location computed at the straight-time rate of the position currently worked.

   ii. From MDZ crew back to his/her former position, or next position if the MDZ Trainee were displaced or position abolished during his/her absence, at the end of the MDZ vacancy, computed at the straight-time MDZ rate of pay.

3. Expenses: The MDZ Trainee will receive full and actual expenses for necessary meal and lodging expense incurred during both the trip to and from the short-term MDZ vacancy. When weekend lodging is required while traveling to or from the MDZ crew, BNSF shall provide single-occupancy lodging (corporate lodging if available pursuant to Section 4 C).

4. Weekend Travel Allowance: An MDZ Trainee working a mobile position when called to a short-term MDZ vacancy, whose move to or from the short-term MDZ vacancy location involves rest-day travel, will be entitled as follows:
i. A one-way trip from the mobile position location to MDZ Trainee’s residence pursuant to Rule 38, Section II (Pay Code 55). [i and iii equal a roundtrip]

ii. The trips from MDZ Trainee’s residence to the MDZ location and from the MDZ location back to the MDZ Trainee’s residence at the conclusion of the short-term MDZ vacancy, will be covered by Section 11, B, 1, 2, and 3 above.

iii. A one-way trip from MDZ Trainee’s residence back to the mobile position pursuant to Rule 38, Section II (Pay Code 55). [i and iii equal a roundtrip]

5. Trainee Incentive Bonus: The six-month qualifying time for a Production Incentive Bonus for an MDZ Trainee who is working a mobile position at the time called upon to perform short-term MDZ vacancy service will continue through the short-term MDZ service, so long as the MDZ Trainee otherwise meets the requirements of local rules related to maintaining the Production Incentive Bonus eligibility after he/she leaves the short-term MDZ vacancy. An MDZ Trainee will be eligible for a pro-rated incentive bonus for short-term vacancies, calculated using the cumulative total of short-term relief service, pursuant to Section 4-B.

11. Vacation Scheduling: It is the intent of the parties that MDZ employees shall be granted earned vacation in accordance with seniority and consistent with the National Vacation Agreement, except that vacation scheduling will be arranged mutually by seniority, among the MDZ employees within each MDZ gang. If such arrangement is not accomplished, the parties agree to discuss limits to the amount of earned vacation to be taken during the MDZ production season.

12. Working Multiple Seniority Districts: Any rule or agreement that prohibits a crew or gang with less than 20 employees from working across seniority district lines will not apply to the MDZ operation, consistent with Section 1.

13. Work Force Stabilization: When MDZ gangs are established, it shall be for a minimum of six months work and the provisions of WFS shall apply to MDZ positions (see exception for second-shift operation in Section 9-A). When the MDZ is being overhauled, repaired or maintained, the MDZ crew may be used to assist in that process, but not to supplant BNSF employees regularly assigned to such work. The MDZ crew may be used during this period to perform other duties associated with the operation of the MDZ, or they may be provided additional training. If the repair or maintenance to the MDZ is anticipated to conclude the machine’s production work for the calendar year, the “lock-in period” shall end with the end of its production work. MDZ positions shall be abolished not later than the end of each year.

14. Protective Benefits: The parties agree that the failure to make application for, or be assigned to, an MDZ position will not serve as an “offset” to protective benefits otherwise due under the February 7, 1965 Employee Protective Agreement as updated
by Article XII of the September 26, 1996 National Agreement, or other employee protective arrangements as appropriate.

15. Review Period: We have made commitments to on-going training for MDZ operations to increase the availability of qualified operators. As such, the parties agree to meet at the request of either party, prior to the beginning of the work season, to review any issues that may have arisen through the application of this Agreement.

AGREED TO ON November 29, 2011:

For BNSF Railway:

William A. Osborn
General Director Labor Relations

Samantha Rogers
Director Labor Relations

Steve Anderson
AVP Chief Engineer-Central

John W. Upward
General Director Roadway Eqpt.

For BMWED:

Dennis Albers, General Chairman
Allied Federation

Rick Sandlin, General Chairman
AT&SFF Federation

Bruce A. Glover, General Chairman
Burlington Northern System Federation

Dennis Craft
Burlington System Division

Vice Chairman, AT&SFF Federation

Vice Chairman, AT&SFF Federation

BMWED Vice President