

MEMORANDUM OF AGREEMENT
Between The
BROTHERHOOD OF LOCOMOTIVE ENGINEERS
And The
BURLINGTON NORTHERN AND SANTA FE RAILWAY
COMPANY

1. The switching limits at Belen, New Mexico shall be extended as follows:
 - 1.1 Milepost 934.4 (El Paso Junction) on the El Paso Subdivision.
 - 1.2 Milepost 893 (north of Albuquerque) on the Glorieta Subdivision.
 - 1.3 Milepost 888 (east of the Madrone Industrial Spur) on the Clovis Subdivision.
2. Any job or assignment headquartered at Albuquerque, including the extra board, shall be considered as an El Paso Division prior rights seniority district assignment.
3. Any job or assignment headquartered at Belen, including the extra board, shall be considered as a New Mexico Division prior rights seniority district assignment.
4. Yard assignments may be established at either Albuquerque or Belen.
 - 4.1 The parties intend that an assignment designed to do the preponderance of work at Albuquerque shall be headquartered at Albuquerque and, similarly, an assignment designed to do the preponderance of work at Belen shall be headquartered at Belen.
 - 4.2 It is expressly understood that any assignment may perform any service at any location within the expanded terminal and that Section 4.1 above does not preclude a Belen assignment from performing work at Albuquerque or vice versa.
5. Extra boards shall be established at Albuquerque and Belen pursuant to existing yard service agreement provisions.
 - 5.1 In the event either extra board is exhausted, the other extra board may be used as a supplement.
 - 5.1.1 Employees used to supplement the other extra board will either be provided transportation to the on duty location of the Board being supplemented or reimbursed actual and necessary highway miles at the current rate provided pursuant to IRS guidelines.

5.1.2 Earnings realized as a result of being used to supplement the other extra board shall not offset extra board guarantee.

5.1.3 When employees are used to supplement an extra board, BNSF shall, to the extent possible, provide that employee with a two-hour call.

Signed this _____ day of _____, 2004 and effective _____, 2004.

FOR THE BURLINGTON NORTHERN
AND SANTA FE RAILWAY COMPANY:

FOR THE BROTHERHOOD OF
LOCOMOTIVE ENGINEERS:

Assistant Vice President Labor Relations

General Chairman

General Director Labor Relations

APPROVED:

Vice President BLE