

MEMORANDUM OF AGREEMENT

Between
BNSF Railway
And
BLET

In order to increase crew flexibility and utilization at Galesburg, the Parties agree, on a non-referable basis, to the following at Galesburg, IL under a 120-day pilot:

1. Establishment of New Service

A. Single Direction Pools

i. Some percentage of turns needed to protect unassigned through-freight traffic over the following routes will be maintained in a single-direction pool. Unless otherwise agreed to, this percentage will not exceed fifty (50) percent of the turns needed for any given route. These pools will have a designated existing home terminal and a designated away-from-home terminal. Engineers in these pools will handle traffic between those designated points including all routes and side trips.

- Galesburg – Kansas City
- Galesburg – La Crosse
- Galesburg – Creston
- Galesburg – Centralia/Lindenwood
- Galesburg - Chicago

ii. The above-noted single-direction pools will be regulated in a manner that will afford engineers holding positions in these pools a consistent amount of time off at the home terminal between working trips (home cycle time). The amount of home cycle time for each such single/static-direction pool will be subject to adjustment by mutual agreement to meet the projected needs of service. The Parties have agreed that the initial home cycle time for each pool will be as follows:

- | | |
|------------------------------------|----------|
| • Galesburg – Kansas City | 48 hours |
| • Galesburg – La Crosse | 48 hours |
| • Galesburg – Creston | 40 hours |
| • Galesburg – Centralia/Lindenwood | 30 hours |
| • Galesburg – Chicago | 24 hours |

Note: If there is any disagreement between the local chairman and local BNSF designee, it will be resolved by the BLET General Chairmen and WFM Ops Change.

B. Multidirectional Unassigned Through Freight Pool (UTF)

- i. The remainder of pools turns needed to cover unassigned through-freight at any given location will be maintained in a multidirectional pool. This pool will handle traffic between the same designated points (including all routes and side trips) as the single-destination pools outlined in Paragraph A above.
- ii. Engineers in this pool may also be called in Low Pool service which handles traffic between the home terminal of Galesburg and the following locations:
 - Beardstown Sub up to Beardstown at MP 115.9
 - Brookfield and Hannibal Subs: up to and including Mark at MP 134.1
 - Chillicothe East Sub: up to and including Kernan at MP 84.4
 - Mendota Sub: up to and including Earlville at MP 72.1
 - Ottumwa Sub: up to and including Albia at MP 303.7
- a. When UTF engineers are called in Low Pool service as referenced above, they may operate multiple times into, out of, and through Galesburg, in any direction and between any of the above referenced points, without penalty and without release.

C. Engineers in service as outlined in 1(A) and (B)(i) above may operate through Galesburg or any of the below designated away-from-home terminals, on continuous operation without release in order to receive/deliver their train at any location up to, and including:

- i. 35 miles in any direction from current Galesburg Switching Limits which are:

BN Line to Creston:	MP 172.0
BN Line to Quincy:	MP 168.2
BN Line to Peoria:	MP 2.25
BN Line to Chicago:	MP 159.0
BN Line to Savanna:	MP 5.0
SF Line to Fort Madison:	MP 186.0
SF Line to Corwith (Chicago):	MP 172.5

- ii. Between MP 303.3 at La Crosse and MP 333.9 (Fountain City) on the St. Croix Subdivision.
- iii. Between MP 121.0 at Centralia and MP 135.1 (Woodlawn) on the Beardstown Subdivision.

D. All engineers in this pool will receive a 2-hour call for service at the home and away-from-home terminals.

E. All pool turns will be identified with a prior road designation. "S" for former ATSF; and "Q" for former BN-CB&Q.

- i. The routes between Galesburg and Creston; Galesburg and Centralia/Lindenwood; and Galesburg and La Crosse; and Galesburg and La Crosse will be subject to the former CB&Q agreement and rules, including Crew Consist.
 - a. Turns in the Galesburg to Centralia/Lindenwood single-direction pool and the corresponding number of Galesburg to Centralia/Lindenwood turns in the UTF pool and extra board will be filled by an engineer's relative seniority ranking on the Missouri Seniority District roster (EN07). These turns will be identified with an "M" designation.
 - ii. The route between Galesburg and Chicago will be subject to the following:
 - a. Except as otherwise provided in this Agreement, engineers working on former ATSF ("S") designated pool turns will be governed by former ATSF E/W agreement rules, including Crew Consist.
 - b. Except as otherwise provided in this Agreement, engineers working on former BN-CB&Q ("Q" or "M") designated pool turns will be governed by former CB&Q agreement and rules, including Crew Consist.
 - iii. The route between Galesburg and Kansas City will be subject to the following:
 - a. All engineers working between Galesburg and Kansas City will be governed by former ATSF agreement rules, including Crew Consist, regardless of pool turn designation.
 - iv. Engineers in the UTF Pool will be covered by the rules outlined in F(i) and (ii) above when used on the routes covered in those sections. When used in any other type of service (e.g., Low Pool service) they will be covered by CB&Q agreement and rules, including Crew Consist.
- F. Both Parties agree to meet to discuss the implementation of a fatigue management system that would govern the handling of the ID through freight service established herein (See Side Letter No. 1)
- G. Other than specifically outlined this Agreement, these ID Pools and ID Extra Boards will be administered under CB&Q Agreement Rules.

2. Through Freight Service

- A. Except as otherwise provided in this agreement, engineers will be called first-in, first-out at each terminal provided that the first-out engineer has had rest under the Hours of Service Act. Should there be no engineers who are rested, then an extra engineer may be called to operate for one round trip under the provisions of this Agreement.

- B. Single-direction engineers working under the terms of this Agreement will be positioned at the home terminal based upon their previous home-on-duty times. UTF engineers working under the terms of this Agreement will be positioned at the home terminal based upon their tie-up times.
- C. All engineers working under the terms of this Agreement will be positioned at the away-from-home terminal based upon their previous home-on-duty times.
- D. When two pool engineers are to be called for the same train (one to work and one to deadhead) and one of the engineers is not rested and the other one is rested, the rested engineer will work the train and the unrested engineer will deadhead. Otherwise, applicable CB&Q Agreement rules apply.
- E. Pool engineers called in this service to operate to a distant terminal will not be tied up between designated terminals, except when their movement is prevented (e.g., derailment of their train), or their route to destination is obstructed or impassable (e.g., wrecks or washouts).
- F. Engineers in this service may be deadheaded via van or train, unless emergency conditions warrant another mode of transportation.

NOTE: Emergency conditions includes acts of God, wrecks, washouts, derailments, fires, floods and mudslides which interferes with the operation of trains.

- G. An engineer in other than Low Pool Service who is turned back to the home terminal short of the distant terminal for any reason (other than laying off) will be paid a one-way trip rate of applicable route (subject to all future GWI and COLA) with overtime commencing after eight (8) hours (regardless of miles run). If the miles traversed are greater than that included in the one way trip rate, the engineer will be paid any additional miles using CA Code MS over and above the trip rate with no extension of the overtime threshold.
- H. When an engineer is required to report for duty or is relieved from duty at a point other than the on/off duty points for these pools, BNSF shall provide suitable transportation for the engineer.

3. ID Extra Board

- A. A new Engineer's Guaranteed Extra Board will be created that will cover all vacancies and extra service at Galesburg, including outlying assignments. If the Engineer's Guaranteed Extra Board is exhausted, the vacancy will be filled in accordance with applicable schedule rules of the assignment being filled.
- B. These extra board positions will be identified with a prior road designation. "S" for former ATSF; and "Q" or "M" for former BN-CB&Q.

- C. This ID extra board will be governed by ATSF E/W lines guarantee and forfeiture provisions.
 - i. An employee who lays off more than twice in a pay period forfeits the guarantee and shall only receive pay for work performed in that pay period. Missing a call for service or calling for rest with less than 10 hours on duty under the Hours of Service Law shall be considered the same as laying off under the guarantee provisions of this Agreement.
- D. This ID extra board will replace existing extra boards at Galesburg.

4. Equity

- A. The Parties will work together to address any equity concerns that may arise.
- B. Unless otherwise agreed to, positions on the ID pools will be filled based on the Order of Selection list provided in Side Letter No. 4:
 - i. If an allocation position is not filled then the position will be open to any bidder with seniority at Galesburg.
- C. Unless otherwise agreed to, positions on the ID extra board will be filled based on the Order of Selection list provided in Side Letter No. 5:
 - i. If an allocation position is not filled then the position will be open to any bidder with seniority at Galesburg.
- D. The provisions of the December 19, 1989 Agreement on the former ATSF, Appendix A – 401K will continue to apply only to ATSF engineers who are assigned to an ATSF (“S”) allocated turn.
- E. Incentive Compensation (i.e., Profit Sharing) will be calculated by adding all qualified earnings accrued on each former road, and applying the pay percentage and calculation applicable to each former road.

5. Uniform Hours of Service Relief and Turnaround Service

- A. At Galesburg, the Galesburg UTF low pool will be the first source of supply for STAS/HOSR.
- B. If there is no one available on the UTF low pool, the extra board will be used.
- C. If the UTF low pool and extra board are exhausted, the single-direction pools may be used. If so used, these pools will be compensated as follows:

- i. Single-direction pool engineers used to perform turnaround service will be paid a one-way trip rate of applicable route (subject to all future GWI and COLA) with overtime commencing after eight (8) hours (regardless of miles run). If the miles traversed are greater than that included in the one way trip rate, the engineer will be paid any additional miles using CA Code MS over and above the trip rate with no extension of the overtime threshold.
 - ii. If the engineer is tied up at the home terminal following STAS/HOSR, they will be placed to the bottom of home terminal board based on their tie-up time.
- D. Galesburg engineers at their away-from-home terminal will not be used to perform STAS/HOSR unless there are no engineers rested and/or available to perform that service at that terminal.
 - i. The above does not apply to AFHT engineers at Creston.
- E. This does not eliminate or modify any “not called” claim from an employee who should have been used when a single-direction pool crew performing short turnaround service is used in violation of the short turnaround restrictions contained in Rule 32(b) of the CB&Q Engineer’s Schedule.
- F. This does not preclude BNSF from using its already established rights under existing agreements to use, for instance, yardmen to perform such work.
- G. Nothing contained in this agreement is intended to prohibit these ID pool engineers from being used on trains that traverse only part of the specified territory, provided engineers are then handled forward to the opposite terminal, or paid as if they had been. Likewise, nothing in this agreement is intended to prohibit these engineers from combining trains or exchanging trains with other engineers destined to the same terminal.

6. Called and Released

- A. When a pool engineer is called and released at any point after being called for service such engineer will be paid a one-way trip rate of the trip for which called and stand last out on the board.

NOTE: The above provision will also apply to extra board employees called for “cut in” turns who are called to perform service in these pools.

- B. If an engineer is called and released at the away-from-home terminal, either before or after time of going on duty, they will be paid a basic day and stand first out on the board. If rest is required, the engineer may be runaround without penalty until legally rested.

NOTE: An engineer called and released at the away-from-home terminal will continue to be on heldaway from the engineer’s prior tie-up time until the engineer is called to perform service to the home terminal.

7. Vacancies and Lay Offs

A. Single-Direction Pools

- i. When engineers in a single/static-direction pool layoff and thereby create a temporary vacancy, that vacancy will be filled by as follows:
 - First-out rested engineer in the UTF pool, if none;
 - First-out rested engineer on the engineer's extra board, if none;
 - Vacancy will be filled by following Paragraph 9 below
- ii. When a single-direction pool engineer returns from a temporary vacancy layoff, they will be placed immediately to the bottom of their working board.

B. UTF Pool

- i. When a UTF pool engineer lays off, and thereby creates a temporary vacancy, their turn will be removed from the board. When the engineer returns from layoff, their turn will be placed at the bottom of the working board.
- ii. When a UTF turn is unoccupied that turn will be removed from the board until occupied. Once occupied it will be placed to the bottom of the working board.

C. Layoffs resulting in permanent vacancies as defined by applicable CBAs will continue to be handled by the terms outlined in those CBAs.

D. If there are no available rested pool turns available, BNSF will call an extra board engineer on a "cut in" turn that will operate for one round trip and then be removed from the pool upon tie-up at the home terminal.

E. Engineers in these pools will not be allowed to lay off at an away-from-home terminal, except in case of emergency, such as illness or injury.

8. Call List for Extra Service

A. Engineers in single-direction pools who want to make themselves available for extra service during their home cycle time in order to increase earning potential, may volunteer to be called prior to the expiration of that home cycle time as follows:

- i. Rested engineers in single-direction pools will have the ability to volunteer to be called for service prior to the expiration of their designated home cycle time.
- ii. Engineers will have the option of making themselves available this work electronically, and this option may be turned on/off at any time.

- iii. Engineers who have volunteered to be called for additional service will be required protect calls for service.
- iv. Engineers who perform additional service will, upon tie-up from that additional service, be placed to the bottom of their working board and will be considered available upon expiration of FRA rest.

B. Engineers called for extra service will be paid for the service they perform (i.e., no make whole).

9. Order of Call/Supplementation

A. Unless otherwise agreed to, the order of call for service will be as follows. Engineers as outlined in the order of call below are considered subject to call and must protect calls for service:

Note: "Available" indicates the engineer's designated home cycle time has expired; "Rested" indicates the engineer is rested under FRA requirements.

- i. First-out available engineer in the single-direction pool
- ii. First-out rested engineer in the UTF multidirectional pool
- iii. First-out rested on the engineer's extra board
- iv. First-out rested engineer requesting extra work
- v. Jr. available or rested demoted engineer
- vi. First-out available engineer in the supplemental single-direction pool order as determined by the Parties (See Side Letter No. 6)
- vii. First-out rested engineer in the single-direction pool
- viii. First-out rested engineer in the supplemental single-direction pool order as determined by the Parties (See Side Letter No. 6)

B. The engineer called to supplement as outlined above will be paid the earnings of the assignment actually worked (i.e., no penalty or make whole).

10. Qualification/Familiarization

- A. Unless otherwise mutually agreed to, once qualified/familiarized engineers will be required to maintain that qualification.
- i. When an engineer gets within sixty (60) days of their qualification over any territory expiring they will be given an electronic notification of such. Upon tie-up, the engineer will have the option of placing themselves at the bottom of the working board of the single/static-direction pool of the route they need to re-qualify on. Once they reach first out, they will be called to work that route, thereby renewing their qualification.

- ii. If an engineer gets within fifteen (15) days of their qualification over any territory expiring without having taken the steps outlined in 10(A)(i) above, upon tie-up they will automatically be placed at the bottom of the working board of the single/static-direction pool of the route they need to re-qualify on. Once they reach first out, they will be called to work that route, thereby renewing their qualification.
- B. Until programming for this process is complete, BNSF will handle this process manually.

11. Pool Regulation

- A. All pools will be regulated to meet the projected needs of service using indexed mileage regulation factors that account for the current basic day or any changes that may occur in the future.
- B. Initially, the number of single-direction pool turns will be determined jointly by BNSF and the designated BLET representative. The number of single-direction pool turns may be changed based on business needs and availability on any scheduled adjustment date by mutual agreement.
 - i. If a single-direction pool turn goes “no-bid”, it will be filled consistent with applicable force-assignment rules.
- C. The remainder of the needed pool turns will be placed into the UTF multidirectional pool.
- D. Unless otherwise agreed to, all pools contemplated by this agreement will continue to be regulated under current mileage agreements, however the Parties agree that both “home-cycle” time component and historical layoff percentages may be considered in the regulation of these pools.

Note: If there is any disagreement between the local chairman and local BNSF designee, it will be resolved by the BLET General Chairmen and WFM Ops Change.

- i. Should BNSF foresee an exigent increase or decrease in traffic/volume at any location they will immediately present the Local Chairman with information concerning that increase/decrease and the number of turns that may need to be adjusted to account for the change. Adjustment will not be made without concurrence which will not be unreasonably withheld.

12. Compensation

- A. Engineers will be compensated the following trip rates, subject to National Agreement provisions:

<u>Engineers</u>	<u>Trip Rate</u>	<u>Flip Rate</u>
Low Pool	\$379.39	N/A
Galesburg-Chicago Version A (S Turn)	\$333.59	N/A
Galesburg-Chicago Version B (S Turn)	\$460.17	N/A
Galesburg-Chicago Version C (S Turn)	\$525.00	N/A
Galesburg-Chicago Version A (Q Turn)	\$324.53	N/A
Galesburg-Chicago Version B (Q Turn)	\$422.70	N/A
Galesburg-Chicago Version C (Q Turn)	\$549.53	N/A
Galesburg-Lindenwood/Centralia	\$468.64	N/A
Galesburg-Kansas City	\$587.36	N/A
Galesburg-La Crosse	\$472.38	N/A
Galesburg-Creston	\$442.35	\$983.65

Note 1: These trip rates will remain subject to all future GWIs and COLAs.

Note 2: All overtime thresholds remain subject to the trip rate "overtime extender".

- B. When used in service as outlined in Paragraph 1(C) above, engineers will be compensated as follows subject to National Agreement provisions. No extension of the current overtime threshold of the pools noted will occur:

<u>Engineers</u>	<u>Trip Rate</u>	<u>Flip Rate</u>
Galesburg-Chicago Version A (S Turn)	\$541.99	N/A
Galesburg-Chicago Version B (S Turn)	\$668.88	N/A
Galesburg-Chicago Version C (S Turn)	\$738.05	N/A
Galesburg-Chicago Version A (Q Turn)	\$506.37	N/A
Galesburg-Chicago Version B (Q Turn)	\$604.75	N/A
Galesburg-Chicago Version C (Q Turn)	\$733.45	N/A
Galesburg-Lindenwood/Centralia	\$707.01	N/A
Galesburg-Kansas City	\$798.02	N/A
Galesburg-La Crosse	\$672.35	N/A
Galesburg-Creston	\$639.05	\$1179.82

Note 1: These trip rates will remain subject to all future GWIs and COLAs.

- C. Engineers in these pools will be afforded continuous held-away after 16 hours at the away-from-home terminals.
- D. When an engineer expires under the Hours of Service Law en route to the final terminal, the engineer will be paid on a minute-basis from the time the engineer expires under the Hours of Service Law until the departure of transportation (at the location where the engineer expired) to the final terminal.

- i. At no time will wait time and overtime be paid concurrently. When the engineer meets the qualifications for both payments, only overtime will be due.
- E. Engineers may trade trains operating in the same direction, but they will not be required to trade trains moving in the opposite direction. When an engineer trades trains in the same direction, the engineer will be paid one hour in addition to all other earnings for the trip. Only one such payment will be due per tour of duty.
- F. The road holiday pay in Article X of the ATSF – BLE Agreement of 1990 will apply to each engineer assigned to an ATSF (“S”) allocated turn covered by this Agreement when working in the Galesburg-Kansas City or Galesburg-Chicago pools on one of the designated holidays.
- G. Any required initial familiarization trips will be compensated at the Engineer trip rate of the assignment for which called to familiarize. After being compensated for familiarization trips at Galesburg, an engineer must work a road assignment at the Galesburg source of supply for 30 days, unless they are unable to hold a road assignment at the Galesburg source of supply.
- H. Any required familiarization trips made in compliance with Paragraph 10 above will be compensated at the engineer’s trip rate of the assignment for which called to familiarize.
- I. Any side trips not included in the trip rates will be compensated in accordance with CB&Q Agreement rules.

13. Uniform Vacation

- A. ATSF equity (“S”) allocated engineers will be designated to the Ft. Madison vacation rosters.
- B. All BN equity (“Q” or “M”) Galesburg Road Engineers will have one (1) consolidated vacation roster.
- C. The Santa Fe Vacation Agreement will apply to all employees owning turns in the consolidated pools and extra boards covered by this Agreement.

14. Ebb & Flow

- A. ATSF Flowback provisions will only apply to ATSF equity allocated turns; and CBQ Flowback provision will only apply to CBQ equity allocated turns.

Example: If an engineer on an ATSF equity allocated turn wishes to go to ground service, they may only place on an ATSF equity allocated turn.

15. Meal period

- A. In order to expedite the movement of trains operating under this Agreement, engineers will not stop their train to eat. All meal allowances are included in the trip rates, so no additional compensation due for a meal en route.

NOTE: This does not preclude an engineer from seeking food items at retail locations in close proximity to where they may be standing in the clear awaiting other rail traffic, or for unforeseen reasons, so long as this does not create undue delay to the operation. It is understood that the engineers will be required to obtain permission from the Dispatcher prior to leaving the train to obtain food. Should this request be denied, no penalty is due.

16. Lodging and AFHT Meals

- A. Suitable lodging (as defined by the as defined by the BLET/BN Lodging Agreement 8/1/80 OPS 30-80) shall be provided for engineers tied up at their away-from-home terminal.
- B. Engineers who are performing this ID pool service will be allowed payment for meals at the away-from-home terminal in accordance with national agreement provisions, as amended.

17. Protection

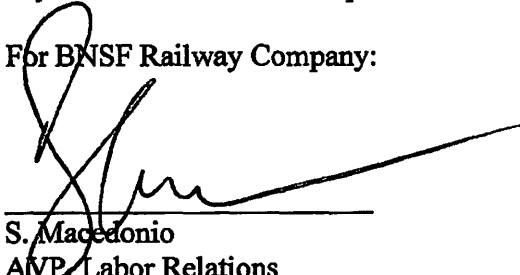
Any engineer adversely affected as a result of the implementation of the original Article IX notices served on May 11, 2017 will continue to receive the protection afforded under Article IX Section 7 of Arbitration Award No. 458 dated May 19, 1986.

18. Modification Clause

Except as specifically provided herein, nothing contained herein shall be construed as modifying, amending or superseding any of the provisions of agreements or schedule rules as implemented between BNSF and BLET.

This agreement shall take effect on **November 12, 2019**, and shall remain in effect for a minimum of 120 days. After the initial 120 days, either Party may cancel this pilot by giving 15 days' advanced written notice to the other Party. The Parties agree to discuss this pilot every 30 days for the duration of the pilot.

For BNSF Railway Company:




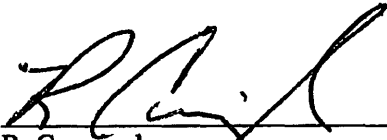
S. Macedonio
AVP, Labor Relations

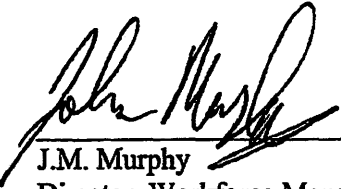
For BLET



K. Psota
General Chairman, BLET


Melissa Beasley-Coke
General Director, Workforce Management


R. Cunningham
General Chairman, BLET


J.M. Murphy
Director, Workforce Management

Side Letter #1 – Fatigue Mitigation for UTF Pool

- A. An engineer who accumulates four (4) consecutive starts (including deadheads) will be afforded the option to book either twenty-four (24) or forty-eight (48) hours of rest.
- i. It is understood that if the engineer is at the away-from-home terminal following their fourth (4th) start then they will be afforded the option of twenty-four (24) or forty-eight (48) hours of rest at the home terminal after their fifth (5th) start.
 - ii. Flip trips/STAS trips count as one (1) start.
 - iii. Any engineer who chooses not to book extra rest will not be afforded the opportunity again until an additional four (4) consecutive starts have been accumulated (i.e., 8, 12, etc.).
 - iv. Any layoff event, paid or unpaid, that takes place will result in the engineer's start count being reset to zero (0). For purposes of this rest option only, having over twenty-four (24) hours off between starts will not reset the count.
- B. In turn removal pools only, at any point prior to reaching a designated number of times out in either their pool, an engineer may declare they wish to take foot-of-the-board (FOB). When the request is made, the engineer will be immediately dropped to the foot-of-the-board. FOB may only be taken between working trips, and may not be taken after voluntary booking of 24 or 48 hours of rest.

Side Letter # 2 – Excessive Pool Supplementation

If the single-direction pools are being used to supplement other single-direction pools regularly during normal business operations (e.g. non-holiday operations), the parties agree to meet and discuss how to adjust the single-pool/UTF ratio to reduce the need for such pool supplementation.

Side Letter # 3 – Manning of Single Direction Pools

Barring unforeseen circumstances (e.g. persistent lack of sufficient bidders, excessive pool supplementation as discussed in Side Letter #2 above) it is the intent of the Parties that the single-direction pools will be manned as close to fifty (50) percent as possible of the turns needed for a given route.

Side Letter #4 – UTF OSL

In order to address the equitable distribution of work in this pool, the parties have agreed to the following understanding:

1. This pool shall be manned by the engineers from the respective seniority districts in proportion, as near as practicable, to the train miles operated on the respective seniority districts. Such count of train miles shall be compiled for a period of not less than six (6) months. Such test period shall be established at a time agreed upon, sufficiently prior to the effective date of implementation to give a fair and equitable representation of normal business handled by engineers on each seniority district.
2. In accordance with the above, BNSF will provide BLET with the agreed upon test period data and BLET will provide an Order of Selection List (OSL) that will govern the distribution of work in this pool.

The parties agree to meet at least every six (6) months to review the distribution of work and determine whether the equity should be adjusted. Furthermore, this section shall not serve to prevent any representative from requesting more frequent meetings.

		Percentage	
	BN		75.430
	SF		24.570
			100.000
 Order of Selection List Galesburg UTF Pool			
	Entitled Percentage	BN	SF
		75.4	24.6
 NEW ROSTER			
		BN	SF
1	BN	1	0
2	BN	2	0
3	SF	0	1
4	BN	3	0
5	BN	4	0
6	BN	5	0
7	SF	0	2
8	BN	6	0
9	BN	7	0
10	BN	8	0
11	SF	0	3
12	BN	9	0

13	BN	10	0
14	BN	11	0
15	SF	0	4
16	BN	12	0
17	BN	13	0
18	BN	14	0
19	SF	0	5
20	BN	15	0
21	BN	16	0
22	BN	17	0
23	SF	0	6
24	BN	18	0
25	BN	19	0
26	BN	20	0
27	SF	0	7
28	BN	21	0
29	BN	22	0
30	BN	23	0
31	SF	0	8
32	BN	24	0
33	BN	25	0
34	BN	26	0
35	SF	0	9
36	BN	27	0
37	BN	28	0
38	BN	29	0
39	SF	0	10
40	BN	30	0
41	BN	31	0
42	BN	32	0
43	SF	0	11
44	BN	33	0
45	BN	34	0
46	BN	35	0
47	SF	0	12
48	BN	36	0
49	BN	37	0
50	BN	38	0
51	SF	0	13
52	BN	39	0
53	BN	40	0
54	BN	41	0
55	SF	0	14

56	BN	42	0
57	BN	43	0
58	BN	44	0
59	BN	45	0
60	SF	0	15
61	BN	46	0
62	BN	47	0
63	BN	48	0
64	SF	0	16
65	BN	49	0
66	BN	50	0
67	BN	51	0
68	SF	0	17
69	BN	52	0
70	BN	53	0
71	BN	54	0
72	SF	0	18
73	BN	55	0
74	BN	56	0
75	BN	57	0
76	SF	0	19
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78	BN	59	0
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81	BN	61	0
82	BN	62	0
83	BN	63	0
84	SF	0	21
85	BN	64	0
86	BN	65	0
87	BN	66	0
88	SF	0	22
89	BN	67	0
90	BN	68	0
91	BN	69	0
92	SF	0	23
93	BN	70	0
94	BN	71	0
95	BN	72	0
96	SF	0	24
97	BN	73	0
98	BN	74	0

99	BN	75	0
100	SF	0	25
101	BN	76	0
102	BN	77	0
103	BN	78	0
104	SF	0	26
105	BN	79	0
106	BN	80	0
107	BN	81	0
108	SF	0	27
109	BN	82	0
110	BN	83	0
111	BN	84	0
112	SF	0	28
113	BN	85	0
114	BN	86	0
115	BN	87	0
116	SF	0	29
117	BN	88	0
118	BN	89	0
119	BN	90	0
120	BN	91	0
121	SF	0	30
122	BN	92	0
123	BN	93	0
124	BN	94	0
125	SF	0	31
126	BN	95	0
127	BN	96	0
128	BN	97	0
129	SF	0	32
130	BN	98	0
131	BN	99	0
132	BN	100	0
133	SF	0	33
134	BN	101	0
135	BN	102	0
136	BN	103	0
137	SF	0	34
138	BN	104	0
139	BN	105	0
140	BN	106	0
141	SF	0	35

142	BN	107	0
143	BN	108	0
144	BN	109	0
145	SF	0	36
146	BN	110	0
147	BN	111	0
148	BN	112	0
149	SF	0	37
150	BN	113	0
151	BN	114	0
152	BN	115	0
153	SF	0	38
154	BN	116	0
155	BN	117	0
156	BN	118	0
157	SF	0	39
158	BN	119	0
159	BN	120	0
160	BN	121	0
161	SF	0	40
162	BN	122	0
163	BN	123	0
164	BN	124	0
165	SF	0	41
166	BN	125	0
167	BN	126	0
168	BN	127	0
169	SF	0	42
170	BN	128	0
171	BN	129	0
172	BN	130	0
173	SF	0	43
174	BN	131	0
175	BN	132	0
176	BN	133	0
177	BN	134	0
178	SF	0	44
179	BN	135	0
180	BN	136	0
181	BN	137	0
182	SF	0	45
183	BN	138	0
184	BN	139	0

185	BN	140	0
186	SF	0	46
187	BN	141	0
188	BN	142	0
189	BN	143	0
190	SF	0	47
191	BN	144	0
192	BN	145	0
193	BN	146	0
194	SF	0	48
195	BN	147	0
196	BN	148	0
197	BN	149	0
198	SF	0	49
199	BN	150	0
200	BN	151	0

Side Letter #5 – Extra Board OSL

In order to address the equitable distribution of work on this extra board, the parties have agreed to the following understanding:

1. This extra board shall be manned by the engineers from the respective seniority districts in proportion, as near as practicable, to the train miles operated on the respective seniority districts. Such count of train miles shall be compiled for a period of not less than six (6) months. Such test period shall be established at a time agreed upon, sufficiently prior to the effective date of implementation to give a fair and equitable representation of normal business handled by engineers on each seniority district.
2. In accordance with the above, BNSF will provide BLET with the agreed upon data and BLET will provide an Order of Selection List (OSL) that will govern the distribution of work for this extra board.

The parties agree to meet at least every six (6) months to review the distribution of work and determine whether the equity should be adjusted. Furthermore, this section shall not serve to prevent any representative from requesting more frequent meetings.

	Percentage
EN07	15.625
EN06	81.250
101	3.125
	100.000

Equity Template			
Galesburg Combined Extra Board			
Entitled	EN07	EN06	101
Percentage	15.6	81.3	3.1

ROSTER		EN07	EN06	101
1	EN06	0	1	0
2	EN06	0	2	0
3	EN07	1	0	0
4	EN06	0	3	0
5	EN06	0	4	0
6	EN06	0	5	0
7	EN06	0	6	0
8	EN06	0	7	0
9	EN07	2	0	0
10	EN06	0	8	0

11	EN06	0	9	0
12	EN06	0	10	0
13	EN06	0	11	0
14	101	0	0	1
15	EN06	0	12	0
16	EN06	0	13	0
17	EN06	0	14	0
18	EN07	3	0	0
19	EN06	0	15	0
20	EN06	0	16	0
21	EN06	0	17	0
22	EN06	0	18	0
23	EN06	0	19	0
24	EN07	4	0	0
25	EN06	0	20	0
26	EN06	0	21	0
27	EN06	0	22	0
28	EN06	0	23	0
29	EN06	0	24	0
30	EN07	5	0	0
31	EN06	0	25	0
32	EN06	0	26	0
33	EN06	0	27	0
34	EN06	0	28	0
35	EN07	6	0	0
36	EN06	0	29	0
37	EN06	0	30	0
38	EN06	0	31	0
39	EN06	0	32	0
40	EN06	0	33	0
41	EN07	7	0	0
42	EN06	0	34	0
43	EN06	0	35	0
44	EN06	0	36	0
45	EN06	0	37	0
46	101	0	0	2
47	EN06	0	38	0
48	EN06	0	39	0
49	EN06	0	40	0
50	EN07	8	0	0
51	EN06	0	41	0
52	EN06	0	42	0
53	EN06	0	43	0

54	EN06	0	44	0
55	EN06	0	45	0
56	EN07	9	0	0
57	EN06	0	46	0
58	EN06	0	47	0
59	EN06	0	48	0
60	EN06	0	49	0
61	EN06	0	50	0
62	EN07	10	0	0
63	EN06	0	51	0
64	EN06	0	52	0
65	EN06	0	53	0
66	EN06	0	54	0
67	EN07	11	0	0
68	EN06	0	55	0
69	EN06	0	56	0
70	EN06	0	57	0
71	EN06	0	58	0
72	EN06	0	59	0
73	EN07	12	0	0
74	EN06	0	60	0
75	EN06	0	61	0

Side Letter #6 – Pool Supplementation Order

In accordance with section 9(A)(vi) and (viii), when it is necessary for a single destination pool to supplement one of the other pools, the supplementation order below will apply:

Kansas City Pool

LaCrosse
Creston
Centralia
Chicago

LaCrosse Pool

Creston
Kansas City
Centralia
Chicago

Creston Pool

Centralia
LaCrosse
Chicago
Kansas City

Centralia Pool

Chicago
Creston
LaCrosse
Kansas City

Chicago Pool

Centralia
Creston
LaCrosse
Kansas City