



Gene L. Shire
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Mr. P.J. Williams
General Chairman BLET
101 N. Beverly Street
Crowley, TX 76036

December 26, 2008

Dear Mr. Williams,

Further our discussion addressing locomotive engineers holding positions in a so-called "variable calling" pool who are approaching a scheduled vacation period.

We agreed that any engineer assigned to and working a Variable Calling Pool who stands to begin vacation and intends to lay-off prior to starting vacation must notify Crew Support of this intent prior to becoming activated. It was also understood that, where applicable, the involved engineer may also utilize FOB/NFB prior to being activated. Ultimately, it was understood that failure to use one of these options prior to becoming activated will require the engineer to protect the assignment for the round trip before being allowed to observe the scheduled vacation period.

If the foregoing accurately reflects our understanding, please affix your signature in the space provided below, returning a fully executed copy to the undersigned.

Sincerely,

I AGREE

General Chairman