

United Transportation Union

GENERAL COMMITTEE OF ADJUSTMENT
THE BURLINGTON NORTHERN AND SANTA FE RAILWAY
(COAST LINES)

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This letter of interpretation applies to the order of selection of applicants for the locomotive engineer training program (LETP). This letter interprets the September 9, 2005 understanding, the December 1, 1998 MOA, and any other agreement currently in effect that addresses the selection of applicants for the LETP.

First, applicants will be selected in seniority order, fitness and ability being equal.

Second, the order of selection identified below requires that the applicant be "qualified." That means the employee is in active service. It also means the applicant would not have to make familiarization or qualifying trips at the location specified in order to mark up as a trainman/yardman. For example, for a LETP class at Winslow, an applicant working at Winslow, Gallup or a Coastlines position at Belen, that did not need familiarization or qualifying trips before marking up as a trainman/yardman at either of those locations, would be considered a qualified applicant for the class at Winslow.

- A. If a LETP class arises in Winslow, Gallup or Belen (west), the selection will be in the following order:
1. Individuals working at Winslow, Gallup or working a former ATSF Coastlines position at Belen, NM
 2. Individuals who are working on the former Santa Fe Coastlines
 3. Individuals who are working on the former Santa Fe Property
 4. Individuals who are working on the former BN (on the expanded district roster after September 22, 1995)
- B. If an LETP class arises in Phoenix, AZ the selection will be in the following order:
1. Individuals working at Phoenix
 2. Individuals who are working on the former Santa Fe Coastlines
 3. Individuals who are working on the former Santa Fe Property

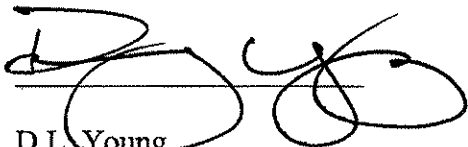
4. Individuals who are working on the former BN (on the expanded district roster after September 22, 1995)
- C. If an LETP class arises at Needles, Bakersfield, or Barstow, CA the selection will be in the following order:
1. Individuals working at Needles, CA or working at Bakersfield
 2. Individuals who are working in the former Santa Fe Coastlines
 3. Individuals who are working on the former Santa Fe Property
 4. Individuals who are working on the former BN (on the expanded district roster after September 22, 1995)
- D. If an LETP class arises at San Bernardino, Los Angeles, or San Diego, CA the selection will be in the following order:
1. Individuals working at San Bernardino, Los Angeles, Barstow, or San Diego, CA
 2. Individuals who are working on the former Santa Fe Coastlines
 3. Individuals who are working on the former Santa Fe Property
 4. Individuals who are working on the former BN (on the expanded district roster after September 22, 1995)
- E. If an LETP class arises at Fresno, Stockton, or Richmond, CA the selection will be in the following order:
1. Individuals working at Fresno, Stockton, Richmond, CA
 2. Individuals who are working on the former Santa Fe Coastlines
 3. Individuals who are working on the former Santa Fe Property
 4. Individuals who are working on the former BN (on the expanded district roster after September 22, 1995)

The application of the selection order identified above applies to the applicant's position held on the date the advertisement closes.

This interpretation is not meant to limit BNSF's ability to train engineers at only the locations specified above. If there is a need to train engineers at a location not identified above, BNSF will make a good faith effort to apply the spirit of this understanding, or the parties will resolve the issue before the selection is made.

This agreed to interpretation is meant to clarify the selection process for LETP selection on the Coastlines grand seniority division. It is in no way intended to set aside any other Memorandum of Agreements that deal with fitness of the applicants.

Respectfully,



D.L. Young
General Chairman
UTU

I concur,



J K Ringstad
General Director – Labor Relations
BNSF Railway