

THE ATCHISON, TOPEKA AND SANTA FE RAILWAY COMPANY



1700 East Golf Road  
Schaumburg, Illinois 60173-5860

March 12, 1996

Mr. John F. Holden, General Chairman  
United Transportation Union  
2110 East First Street  
Santa Ana, California 92705-4095

Dear Mr. Holden:

I am writing in response to your letter dated December 21, 1995, requesting a change in Article 20(h)(1) of the Fourth district Road Schedule for the Phoenix Subdivision. I have reviewed your proposal, and I am agreeable to the following terms.

For the Phoenix Subdivision only, Article 20 (h)(1) is amended as concerns the filling of a conductor's vacancy on a regularly assigned road switcher. Effective April 1, 1996, a conductor's vacancy on an existing road switcher will be filled by moving the brakeman who is assigned to that road switcher to the conductor's position if the brakeman is promoted. The subsequent brakeman's vacancy will be filled from the combination extra board. If there is a vacancy on a road switcher and the brakeman on the job is not promoted or the brakeman's position is not occupied, Article 20 (h)(1) will continue apply.

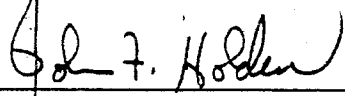
This agreement will be placed into effect at 12:01 am on April 1, 1996, and will be subject to cancellation by either party serving ten days' written notice on the other party.

If this correctly describes our understanding, please sign in the space provided below, and return the original to me.

Sincerely,

Milton H. Siegel, Jr.  
Director - Labor Relations

AGREED:

 3-26-1996  
\_\_\_\_\_  
John F. Holden

COAST LINES  
U.T.U. (CT&Y)  
RECEIVED

MAR 15 1996