

**BNSF**

MILTON H. SIEGELE, JR.  
*Assistant Vice President  
Labor Relations*

**BURLINGTON NORTHERN SANTA FE**

2600 Lou Menk Drive  
P.O. Box 961030  
Fort Worth, Texas 76161-0030

Telephone: (817) 352-1068  
Fax: (817) 352-7319

April 1, 1999

Mr. K. W. Mason  
General Chairman, UTU  
The Meadows Centre, Units 7 & 8  
8250 West 80<sup>th</sup> Avenue  
Arvada, CO 80005

Dear Mr. Mason:

The parties agree that the following is the proper interpretation of the conditions that apply between BNSF and UTU (former CB&Q) to an employee hired subsequent to June 13, 1975, who can not hold a position in active service in his/her subdistrict:

1. Displace a junior employee outside of the subdistrict within 48 hours of notification of displacement. If the employee desires to be recalled to the subdistrict in which furloughed, s/he may file a request for recall with the superintendent or designated employing officer and the local chairman requesting to be recalled when work becomes available.

Should the employee have sufficient seniority to hold a position in active service outside the subdistrict in which furloughed and does not wish to accept layoff in the subdistrict in which displaced, s/he must notify the crew office within 48 hours of her/his intent to place outside subdistrict in which displaced. S/he will then have 30 days from the time of notification of displacement and furlough to exercise displacement privileges to an outside district or notify the Carrier s/he has reconsidered her/his choice and is accepting furlough status. Failure to then exercise seniority within 30 days from the date of displacement will constitute forfeiture of all seniority.

2. Accept layoff in the subdistrict in which working and file the necessary recall request for that subdistrict or any other subdistrict, in order of preference. The employee must file a recall notice with the superintendent or designated employing officer and local chairman within 48 hours of notification of displacement and furlough. Failure to file recall notice within 48 hours of displacement and furlough will constitute forfeiture of all seniority.

Should the employee have insufficient seniority to hold a position in another subdistrict, seniority district or expanded seniority district, s/he must file a recall notice within 48 hours of notification of displacement. When filing recall notice, an employee may file a notice requesting recall to any or all of the subdistricts within her/his expanded seniority district.

Mr. K. W. Mason  
April 1, 1999  
Page 2

When multiple subdistricts are listed, the employee will list the preferred order in which s/he wishes to be recalled.

3. An employee cannot exercise seniority (bid, etc.) or place on an open assignment in the subdistrict from which s/he was furloughed. The employee may only return to active service in the subdistrict in which furloughed when recalled. A junior employee will not be allowed to exercise seniority in the subdistrict from which a senior employee has been furloughed.
4. If the employee is presently not in active service and the Carrier issues a written recall, the employee has 15 days from the date of receipt of the registered letter to respond. Failure to respond to recall within 15 days from date of registered letter advising of recall, will constitute forfeiture of all seniority.
5. An employee working in one subdistrict and recalled to a more preferred subdistrict, has 72 hours from the time of notification, or, if on duty, 72 hours from time of tie-up, in which to report. Failure to report timely will be cause for disciplinary action.
6. An employee may change or modify her/his recall request at any time except an employee will not be allowed to change the recall selection after notification is received to report to another location.

If you concur with the above agreed to interpretation, please affix your signature in the space provided below.

Sincerely,

I concur:



Milton H. Siegele, Jr.



---

K. W. Mason  
General Chairman, UTU