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BNSF



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Assistant Vice President
Labor Relations

Burlington Northern Santa Fe

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March 31, 1997

Mr. J. D. Fitzgerald
General Chairman
United Transportation Union
400 East Evergreen Blvd., #217
Vancouver, WA 98660

Dear Sir:

This letter confirms our understanding regarding Burlington Northern and Santa Fe Railway Company's fourteen hour rest agreement.

Without diminishing any existing rules concerning ground service employees requesting additional rest at the home terminal, the following provisions will apply on a voluntary basis in unassigned through freight service:

1. A conductor and/or trainman in pool unassigned through freight service tying up at the home terminal, who have accumulated eight or more consecutive hours chargeable to the Hours of Service law, including continuous time trips of eight hours or more, may request to have prior to his next trip, fourteen hours of rest at home terminal, and his request must be granted by the Carrier.
2. A conductor and/or trainman's request for fourteen hours rest under this agreement shall be made to the crew caller at the time the conductor and/or trainman ties up.
3. A rest period granted under this agreement cannot later be revoked by the employee or taken away by the Carrier and must be for fourteen hours.
4. It is understood that conductors and/or trainmen taking fourteen hours rest pursuant to this agreement may be run around by following conductors and/or trainmen without penalty during the fourteen hour period.

3/3

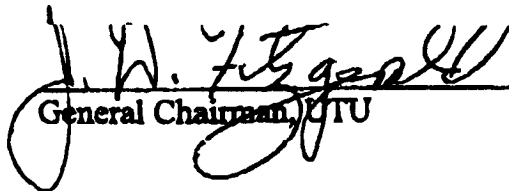
5. A conductor and/or trainman tied up for rest under this agreement will not be considered as having missed a call if called outside of the applicable calling time for fourteen hours rest.

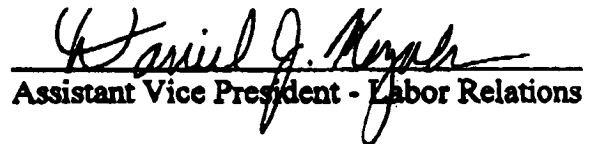
This agreement will become effective April 1, 1997 and will remain in effect until canceled by either party with a sixty day advance notice.

Signed at Fort Worth, Texas this 31st day of March, 1997.

FOR THE ORGANIZATION:

FOR THE CARRIER:


General Chairman, UTU

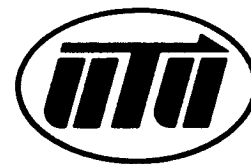

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united transportation union



GENERAL COMMITTEE of ADJUSTMENT GO-386
Burlington Northern Railroad

Of Counsel
M. M. WINTER

January 30, 1998

Byron Gohl
Superintendent Crew Management
Crew Management
2454 Occidental Ave. S, Suite 2D
Seattle, WA 98134

Re: Letter of Understanding of March
31, 1997 and Section 2(f) of
Memorandum of Agreement dated 28
July, 1994.

Dear Mr. Gohl:

In regards to the above references, recent handling indicates need for clarification and interpretation. The March 31, 1997 Understanding provides for fourteen (14) hours of rest for pool crews under certain conditions.

Section 2(f) of the Memorandum of Agreement (Vancouver/Portland-Pasco ID Run) provides for restoration of position at the home terminal and the establishment of a new position for a pool turn not rested for the next call at that home terminal.

In several instances a conductor in the Vancouver/Pasco Pool has booked fourteen (14) hours rest and then was not rested for the next call while the conductor second out was rested. The second out rested conductor was called and worked, however, upon arrival at Pasco to return to Vancouver, the conductor that booked rest was restored to position when he should have established a new position.

Example: Conductor "A", turn 1, arrives at the home terminal (Vancouver) and books fourteen (14) hours rest. Conductor "B", turn 2, arrives behind "A" but does not book fourteen (14) hours rest. Ten (10) hours after Conductor "A" starts rest, a crew is called. Conductor "B" who needed only eight (8) hours rest is rested. Conductor "B" is called and establishes a new turn, No. 1, in pool, Conductor "A" is still resting and establishes a new turn, No. 2, in pool.

Questions also exist with application of Section 12(c) with respect to Section 2(f) of the Memorandum of Agreement dated July 28, 1994. The above sections and subsections concern relief on multiple deadheads and

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January 30, 1998
Page 2

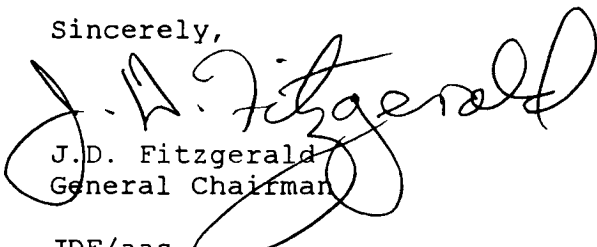
restoration of position when runaround en route. The following example makes clear, the proper interpretation and application of those sections and subsections.

Example: Conductor "B" is second out in Pasco and has not deadheaded in the present payroll period. Conductor "A" is first out at Pasco and has deadheaded previously in the payroll period. Conductor "B" is called to deadhead on arrival at Vancouver is placed back to the board. Conductor "A" is later called to work and on arrival at Vancouver, is placed to the board (restored) ahead of Conductor "B".

Subsequently, a call for work is made, however Conductor "A" is not legally rested, Conductor "B" is rested. Conductor "B" is called and establishes a new turn in pool.

The above examples correctly reflect the intent of the language in the above referenced understanding and agreement. Request this handling be implemented in the Vancouver/Pasco pool hence forth. Please acknowledge receipt.

Sincerely,



J.D. Fitzgerald
General Chairman

JDF/aas

cc: K.J. Johnson
M.M. Timberman

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