

**MEMORANDUM OF AGREEMENT**

**between**

**UNITED TRANSPORTATION UNION**

**and**

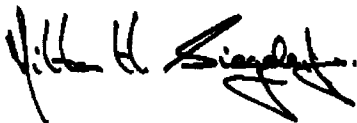
**BURLINGTON NORTHERN SANTA FE RAILWAY**

To enhance the availability of trainmen on weekends and holidays at Spokane, Washington, the parties have agreed to establish a weekend/holiday pay differential for trainmen employed at Spokane for which Spokane is the source of supply.

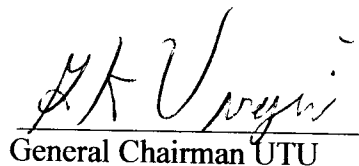
Each Spokane trainman (to include away from home terminal trainmen, work train trainmen, helper trainmen, any road service protected by the Spokane trainmen extra board(s), and any other road service for which Spokane is the source of supply) working or deadheading shall receive a weekend/holiday incentive of \$75.00, above and beyond all other earnings and not subject to use as a guarantee offset, for each start as a trainman on weekends, between the hours of 0001 hours on each Friday through to and including 2359 hours on each Sunday, and for each start on designated paid holidays, between the hours of 0001 through to and including 2359 hours on the date of the holiday. In instances where these weekend/holidays are consecutive or overlap, the covered days shall also be consecutive with a weekend/holiday incentive payment applicable to each start commenced during the covered period. This provision is made on a non-prejudicial basis, and shall not be used or referred to as precedent for any other document or purpose.

This agreement to remain in effect until fifteen (15) days after one signatory party having served a notice of cancellation upon the other party.

Signed at Fort Worth, Texas this 13 day of February 2006.



AVP Labor Relations



General Chairman UTU