



John J. Fleps  
Vice President  
Labor Relations

BNSF Railway Company  
P. O. Box 961030  
Ft. Worth, TX 76161-0030

2600 Lou Menk Drive  
Fort Worth, TX 76131-2830  
Phone: 817-352-1020  
Fax: 817-352-7319  
john.fleps@bnsf.com

December 30, 2014

Mr. Bobby Brown  
General Chairman, BLET  
2415 Line Avenue  
Amarillo, TX 79106

Mr. Alan Holdcraft  
General Chairman, BLET  
101 North Beverly Street  
Crowley, TX 76036

Mr. Jeff Thurman  
General Chairman, BLET  
P.O. Box 118587  
Carrollton, TX 75011

Mr. Matt Wilson  
General Chairman, BLET  
1716 Western Center Blvd.  
Ft. Worth, TX 76131-2233

Dear Sirs:

Please indicate your concurrence with the following by signing in the space provided below.

Effective January 1, 2015, a three percent (3%) general wage increase will be applied to BNSF locomotive engineer rates of pay in the same manner used with respect to each general wage increase provided for in the parties' December 21, 2009 on-property wage/rule bargaining round settlement agreement. This will confirm our understanding that, unless the parties otherwise voluntarily agree, if disposition of any Section 6 notices/proposals served on or after November 1, 2014 is referred to any third party (including but not limited to a Presidential Emergency Board or arbitration board), this letter agreement may be provided to such body to confirm the parties' mutual understanding that the January 1, 2015 general wage increase provided for herein is intended to constitute a complete resolution of the compensation adjustment issue for calendar year 2015.

Yours Truly,

Agreed:

Bobby Brown, General Chairman, BLET

Alan Holdcraft, General Chairman, BLET

Jeff Thurman, General Chairman, BLET

Matt Wilson, General Chairman, BLET

cc: Dennis Pierce



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Dear Sirs:

During the discussions that led to the letter agreement of this date that provides for a three percent (3%) general wage increase to be applied to BNSF locomotive engineer rates of pay effective January 1, 2015, it was agreed that, should the letter agreement be ratified by the BLET membership on or before December 31, 2014, the parties would commit to join "national handling" in the disposition of all Section 6 notices served by or on behalf of the parties on or after November 1, 2014, in the bargaining round proceeding on or after November 1, 2014.

Accordingly, if the letter agreement is ratified, the parties further commit that they may not and shall not progress any Section 6 notices/proposals regarding any matter which would serve to have an impact at BNSF materially different from the impact of any national settlement on other railroads participating in national handling in this bargaining round.

Please indicate your concurrence with the foregoing by signing in the space provided below.

Yours Truly,

Agreed:

  
Bobby Brown, General Chairman, BLET  
Alan Holdcraft, General Chairman, BLET  
Jeff Thurman, General Chairman, BLET  
Matt Wilson, General Chairman, BLET

cc: Dennis Pierce