

LETTER OF UNDERSTANDING
Between The
BNSF RAILWAY COMPANY
And The
BROTHERHOOD OF LOCOMOTIVE ENGINEERS
AND TRAINMEN

This Letter of Understanding is intended to address circumstances wherein an engineer travels to a location other than his home terminal (normally the Technical Training Center in Overland Park, Kansas) for training pursuant to CFR Part 240. This agreement does not apply to required examinations for locomotive engineer recertification that are done in conjunction with retraining and/or rule classes to engineers who are due for recertification during the calendar year in which the retraining and/or rule class(es) are being held.

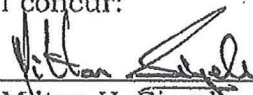
Each engineer, regardless of length of service who is required by the Carrier to attend periodic training in order to maintain certification pursuant to CFR Part 240, at a location other than his home terminal, (normally the Technical Training Center in Overland Park, Kansas) will be allowed \$347.03 for each day of classroom training. This allowance is not subject to entry rate reductions. One travel day prior to the first day of training, and one travel day following training, will not be compensated under this provision. Any travel requirements that exceed the one day, either before or after training, will be compensated by allowance of \$347.03 for each additional calendar day. This allowance is subject to general wage and cost-of-living allowance increases. Reasonable transportation, lodging and meal expenses will be allowed. This provision supersedes all preceding provisions, agreements, understandings or practices concerning payment for engineer certification. This article is not intended to apply to safety meetings, rules exams or similar activities that are conducted at the home terminal.

We agree that when an engineer is scheduled to report to the training center for re-certification and such engineer stands for service on a trip which the engineer may not be able to complete and still have reasonable time to comply with the travel arrangements, the engineer must notify the Manager of Operating Practices or other designated officer prior to commencement of the trip (no later than the calling time). The decision of whether to mark off or make the trip will be made by the MOP/designated officer. When the decision of the designated officer is to mark off, the engineer will be marked off and paid as though having made the trip.

During the discussions there was concern expressed by both sides regarding the potential abuse of this circumstance. We were all in accord that the decision made by the designated officer was to be made based on consideration of the expected time to complete the service trip and to allow reasonable time thereafter for the engineer to gather belongings and materials necessary for the trip to the training center and to travel to the departure point of the means of conveyance being utilized. We also understood that engineers who choose not to travel to or from the training center by the means provided at the carrier's expense (normally by air) would not be allowed payment for lost earnings in excess of what others from the same location were given under usual travel circumstances.

If this correctly reflects your understanding, please signify below.

I concur:



Milton H. Siegel
AVP Labor Relations
BNSF Railway Company



Alan Holdcraft
General Chairman
BLET

Dated: 8/18/2014