

**BNSF**WENDELL BELL  
General Director - Labor Relations**The Burlington Northern and Santa Fe Railway Co.**PO Box 961030  
Ft. Worth, TX 76161-0030  
2600 Lou Menk Dr., GL  
Ft. Worth, TX 76131-2830  
v: 817.352.1028  
f: 817.352.7482

November 18, 1997

Mr. Austin G. Morrison, GC  
Bhd. of Locomotive EngineersMr. John Mullen, GC  
Bhd. of Locomotive Engineers

Gentlemen:

This concerns the HBT Trackage Rights Implementing Agreement, signed on \_\_\_\_\_

In connection with Article 2, Section 2 of that Agreement, it is understood and agreed that BNSF employees on the Joint Texas Division and the Santa Fe's Houston - Galveston Seniority District will have prior rights to assignments on those districts as they were configured prior to this Agreement. If a position on one of those territories goes no-bid, then the other two groups (HBT and the other BNSF predecessor) may bid for and be awarded such positions, based on their engineer's promotion date. This is a right, but not an obligation.

Please indicate your acceptance of this agreement by signing this letter.

Sincerely,

A handwritten signature in dark ink, appearing to be "WAB".

Accepted:

 A handwritten signature in dark ink, appearing to be "AGM".
 

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 General Chairman - BLE


 A handwritten signature in dark ink, appearing to be "JPM".
 

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 General Chairman - BLE

cc: Mr. Don Hahs, VP, BLE

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April 16, 1998

Mr. John Mullen, GC  
Bhd. of Locomotive Engineers

Dear Mr. Mullen:

This letter will confirm our discussions about filling engineers' vacancies on the former HBT. Obviously, the first source of supply will be the HBT extra list. Then, the second source would be engineers, on their days off, who had indicated their availability for such calls. The third source would be the Houston - Galveston engineers' extra board.

If engineers from the Houston - Galveston extra board are used, it was understood that all earnings in connection with this service on the former HBT would not, at this time, be used to offset their guarantee. Local company officers will meet with involved BLE Local Chairmen to work out any issues dealing with any needed qualification. Any necessary qualification trips on the HBT will be handled in a like manner.

It was also understood that this is a temporary, preliminary arrangement, pending later efforts to consolidate the Houston terminal. Please indicate your acceptance of these understandings by signing this letter.

Sincerely,

A handwritten signature in black ink, appearing to be "W. Bell", written over a horizontal line.

Agreed:

A handwritten signature in black ink, appearing to be "A. M.", written over a horizontal line.  
General Chairman - BLE