



RICK GIBBONS  
General Chairman  
BNSF(SLSF) - MNA

OPS-06-05

**Brotherhood of Locomotive  
Engineers and Trainmen**

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Gene Shire  
General Director-BNSF Labor Relations  
Lou Menk Drive  
P. O. Box 961030  
Fort Worth, TX 76161-0030

March 8, 2005  
Re: "Utility" Road Switcher Engineers  
Sent via Email and USPS

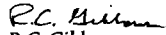
Dear Gene,

This letter is with regard to recent discussions in Springfield, MO concerning the establishment of engineer assignments in Thayer, Mo which would allow BNSF certain latitude to a normal road switcher assignment. With that resolve, we agree to the following:

The carrier may establish *utility* road switcher engineer assignments at Thayer, MO (Memphis Seniority District) to handle locomotives, such as distributive power for staging, entirely within the switching limits (as adjusted). These assignments may also perform hours of service relief within the confines of the forty mile limitations. The engineers on these assignments will receive a daily rate of \$212.64 which includes the special pay differential, in-lieu of meals, and weight-on-drivers. This rate will also be used for calculating vacation pay, personal leave days, and overtime *and* will be subject to any and all general wage increases.

If this reflects our understanding in this matter, please affix your signature in the space provided below.

Sincerely,

  
R.C. Gibbons  
BLET General Chairman

I agree:

  
General Director-BNSF Labor Relations