

MEMORANDUM OF AGREEMENT

Between

The Burlington Northern and Santa Fe Railway Company

And

Brotherhood of Locomotive Engineers

As part of the Safety Summit process, this Agreement is designed to enhance employees' work/rest schedules as well as provide the manpower necessary to meet our customers' expectations.

EIGHT HOURS UNDISTURBED REST FOR EXTRA BOARDS

1. Locomotive engineers assigned to the Kansas City East extra board will not be called for service at their home terminal prior to receiving eight (8) hours undisturbed rest. For purposes of this Agreement, "undisturbed rest" means that the Carrier (typically Crew Support) will not contact engineers to inform them of their on-duty time until the engineer has had eight (8) consecutive hours off, measured from the last off-duty time.
2. Extra board engineers who have not had eight (8) consecutive hours of undisturbed rest at their home terminal are not eligible to be called to work.
3. Any engineer who is erroneously called prior to the expiration of eight hours undisturbed rest will not be entitled to any claim or penalty for such error, but may refuse the call.
4. Each extra board engineer subject to this agreement may be run around without penalty by following engineers during the former's period of undisturbed rest.

GENERAL PROVISIONS

This Agreement is made on a without prejudice basis.

Either party may cancel this Agreement by serving ten days' written notice on the other party.

Kansas City East 8 Hours Undisturbed	1	01-16-04
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Signed this 7th day of January 2004 and effective on January 16, 2004.

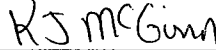
FOR THE BROTHERHOOD OF
LOCOMOTIVE ENGINEERS:

FOR THE BURLINGTON NORHTERN
AND SANTA FE RAILWAY COMPANY:

APPROVED:



P. J. Williams
General Chairman
Brotherhood of Locomotive Engineers



K. J. McGinn
Asst. Vice President Labor Relations
Burlington Northern and Santa Fe
Railway Company

Kansas City East 8 Hours Undisturbed

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