



R. L. Luther
General Director
Labor Relations

BNSF Railway Company
2600 Lou Menk Drive
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Fort Worth, TX 76161-0030

February 28, 2007

Mr. R. S. Knutson
General Chairman UTU
8250 West 80th Avenue
The Meadows Centre, Units 7 & 8
Arvada, CO 80005

Dear Mr. Knutson,

This is in reference to our recent discussions regarding the manner in which an employee could return to active service after being voluntarily assigned to the Workforce Retention List (WRL) for a period of thirty (30) days. Specifically, there is some ambiguity with the application of seniority movements under Item 10 of the agreement.

It is therefore agreed that once an employee has been assigned to the WRL for the 30-day minimum, they may either bid to a position in active service, exercise a road to yard movement pursuant to Implementing Agreement No. 7, or exercise limited displacement privileges. Should an employee utilize the displacement privilege, he/she may either displace a junior employee in unassigned service, place on an "open" turn under bulletin, displace the junior employee on an extra board, or displace to any assignment that was bulletined and expired while they were on the WRL. It should be noted that all of the displacement privileges are limited to the subdistrict in which the employee was assigned to the WRL.

If this accurately reflects our understanding, please concur by placing your signature in the space provided below.

Sincerely,

Accepted:

R. S. Knutson
General Chairman UTU