

**BNSF**

WENDELL BELL  
General Director - Labor Relations

The Burlington Northern and Santa Fe Railway Co.



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January 26, 1999

Mr. Paul Tibbit, GC  
Untied Transportation Union

Dear Mr. Tibbit:

This letter will confirm our recent discussion about the handling of the Halstead coal trains, and the establishment of an away-from-home terminal for the crews handling these coal trains.

1. Halstead may be established as an away-from-home terminal for crews in the Temple - San Antonio pool who are handling coal trains to and from the LCRA power plant at Halstead.

2. Held-away-from-home-terminal payments will be paid separate and apart from the extra board guarantee payments, so long as the guarantee is in place for crews in this pool.

3. It is understood that this arrangement is, for the first 60 days of this operation, experimental. During this experimental period, the company will evaluate the relative costs, advantages and disadvantages of this operation compared with the earlier operation, where Halstead was not an away-from-home terminal, and crews were transported to or from Temple to be relieved from or to take this service. The company will consult with the union about these relative aspects before the end of the sixty-day period and before any extension of this operation under the Norfolk & Western Conditions.

4. For purposes of air pay and ETD/ETM allowances, Halstead will be considered as a terminal.

Please indicate your acceptance of these understandings by signing this letter.

Sincerely,

Accepted:

cc:

uthlstdl

1.26.99

DHD  
CLW

**BNSF**



JOHN J. FLEPS  
Vice President - Labor Relations

The Burlington Northern and Santa Fe Railway Co.

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January 8, 1999

**REGISTERED MAIL - RETURN RECEIPT REQUESTED**

Mr. John Mullen, GC  
Bhd. of Locomotive Engineers  
611 N. Broadway  
Joshua, TX 76058

Mr. Paul Tibbit  
United Transportation Union  
PO Box 3069  
2010 SW H K Dodgen Loop  
Temple, TX 76505

Gentlemen:

This is Notice, served under Section 4 of the Norfolk & Western Conditions, of a trackage rights transaction in the Smithville area.

These are the particulars: Coal traffic for the LCRA plant at Halstead is being handled by the Temple - San Antonio pool. There are two pertinent changes: first, a contractor will begin unloading the trains, which will mean that our crews will no longer have to stay with the trains during the unloading process. Second, the volume is going to increase significantly, since we are now handling a larger percentage of the coal for this plant. Therefore, we plan to tie the Temple pool crew up at Halstead and transport them to the Executive Inn at LaGrange, Texas for rest. While they are getting their rest, the train will be unloaded and then ready for the pool crew to handle the empties back to Temple. (Any hours of service relief crews from the Temple extra board on the trip to Halstead will be transported back to Temple as at present.) We expect that the frequency of this operation will be somewhere between 2 and 3 times a week.

I will be contracting you shortly to set dates to reach the Implementing Agreement.

Very truly yours,

A handwritten signature in cursive script that reads "John J. Fleps".

John J. Fleps  
Vice President

DHD  
CLW