

**Memorandum of Agreement  
Between  
BNSF RAILWAY COMPANY  
And  
SMART-TD**

Road switchers established at Jasper, Texas (milepost 73.6) will be protected out of Silsbee, Texas. These jobs may, in addition to regularly assigned duties, be used to perform hours of service (HOS) relief within their assigned limits. When this occurs, the crew will be paid a 25 mile claim for each HOS train handled by the road switcher. Both pre and post 85' employees will qualify for the 25 miles, and the claim will not offset overtime or be considered a duplicate time payment.

Extra board employees called to protect temporary vacancies in excess of one day will be provided lodging and paid a daily meal allowance of \$40 (not subject to GWI's or COLA's).

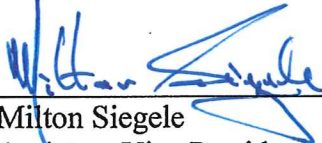
Additionally, the provisions of the Paid Holiday Agreement for Road Service Employees will be applicable to trainmen protecting this road switcher assignment, provided they qualify under the Holiday Pay Agreement rules, even though they may operate in excess of 100 miles during the tour of duty.

It is understood this is without prejudice to the position of either party with respect to the application of any agreement rules, practices or principles involved and shall not be considered as establishing a precedent in the interpretation of such rules, practices or principles at any other point.

This agreement may be canceled upon ten days written notice by either party.

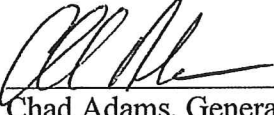
Signed and effective on December 9, 2016.

FOR THE BNSF RAILWAY CO.:

  
Milton Siegele  
Assistant Vice President, Labor Relations

  
Jason Ringstad  
General Director, Labor Relations

FOR SMART-TD:

  
Chad Adams, General Chairman  
SMART-TD, GC GO-393