

**MEMORANDUM OF AGREEMENT  
BETWEEN  
BURLINGTON NORTHERN SANTA FE RAILWAY COMPANY  
AND  
UNITED TRANSPORTATION UNION**

The short pool work out of Silsbee has increased to a level that would justify the establishment of a conductor only pool headquartered at Silsbee, Texas, to operate in three directions. This pool will operate as follows:

- 1. This pool will protect turn around service between Silsbee and Jasper; Silsbee and Beaumont; Silsbee and Cleveland.
  - 1.1 This pool will not protect Hours of Service Relief Service.
  - 1.2 These crews will be paid all miles operated with a minimum of a basic day with overtime after miles operated.
- 2. This pool will make only one turn around trip per tour of duty.
- 3. The Carrier shall initially establish \_\_\_\_\_ turns in this pool and the pool will be guaranteed a minimum of combo extra board rate of pay. Subsequent to initial establishment of this pool the Carrier and Organization will regulate the pool based on miles and the Carrier shall have the right to determine the number of extra turns above the number of turns called for by mileage regulation and the mileage turns will continue to count toward combo extra board regulation.
  - 3.1 If this pool is exhausted, the Carrier can operate conductor only make-up turns to protect the additional service.

The Parties agreed that the provisions of this Agreement are made without prejudice and on a non-referable basis to either Party's position concerning this or any other issues. It was also agreed that either Party can cancel this Agreement by serving a five day written cancellation notice on the other Party.

FOR: Burlington Northern Santa Fe

FOR: United Transportation Union





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