

**MEMORANDUM OF AGREEMENT**  
Between  
**THE BURLINGTON NORTHERN AND SANTA FE RAILWAY COMPANY**  
And The  
**UNITED TRANSPORTATION UNION**  
(Northern and Southern Divisions)  
2-18-98

Work Coordinator position(s) may be established at Silsbee, TX, with a working radius of 5 miles from the terminal of the assignment, to perform all the duties of a herder as well as assist inbound and outbound freight crews.

1. These positions shall be paid a basic daily rate of 181.99 subject to future general wage increases and cost of living allowances.
2. Air and ETD pay shall not be payable to these positions.
3. So long as it does not infringe on existing contractual rights held by other crafts, Work Coordinators may:
  - 3.1 Herd power, including making air hose coupling between the engine and train and MU the assembled consist.
  - 3.2 Assist road crews in making pickups including set and release of hand brakes, making couplings, and relaying and/or giving instructions via hand or radio signals.
  - 3.3 Assist road crews in making setouts, spotting and securing cars, relaying and/or giving instructions via hand and/or radio signals including assisting in setting out bad order cars. The position may also clic cars, gather information for crews such as track warrants, train lists, switch lists, etc., coordinate with dispatcher, trainmaster, assistant trainmaster and MCO.
  - 3.4 Line main track and yard switches for the purpose of assisting trains into or out of the Yard.
  - 3.5 Make air hose couplings between cars and assist in or perform initial terminal inspection and air tests.
  - 3.6 Change battery in ETD's to be used by road crews.
4. When assisting a road crew, the Work Coordinator will become a member of that crew.
  - 4.1 It is understood that when a Work Coordinator assists a conductor in performing service defined by Article II (2) of the 1992 Memorandum of Agreement as a work event, the service performed will still be a work event for the conductor.

- 4.2 The Work Coordinator will not perform service outside the limits specified in this Agreement.
5. When a Work Coordinator is assigned to assist a road crew, or is attached to a crew, the Work Coordinator may not be assigned or attached to another crew until such time as the Work Coordinator is released from the service originally assigned, i.e., a Work Coordinator shall only work with one road crew at any given time.
6. The Work Coordinator will be assigned for no less than five days per week.
7. The holiday rule will apply to this assignment.
8. This Agreement shall be subject to automatic cancellation by the service of fifteen (15) days notice, one party upon the other. The parties commit to meet during this fifteen (15) day period in an effort to resolve the issues that caused service of the cancellation notice.

This Agreement shall become effective \_\_\_\_\_, 1998.

Signed at \_\_\_\_\_ this \_\_\_\_\_ day of \_\_\_\_\_, 1998.

FOR THE BURLINGTON NORTHERN AND SANTA FE RAILWAY COMPANY: UNION: FOR THE UNITED TRANSPORTATION

  
\_\_\_\_\_  
General Director Labor Relations

  
\_\_\_\_\_  
General Chairman, UTU

  
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Local Chairman UTU