



NGD / Reserves / Training / Drill

- Due up to 15 days make-whole pay per calendar year
- Employee must submit ticket upon return; use CA Code 83
- Questions should be directed to your Compensation Specialist through 'Ask Comp Systems'
- Fax the following to TYECS: 785 676-5186
 - Copy of Orders
 - Copy of LES

National Emergency Duty / State Activation

- Due up to 10 days make-whole pay per calendar year
- Employee must submit ticket upon return; use CA Code 83
- Questions should be directed to your Compensation Specialist through 'Ask Comp Systems'
- Fax the following to TYECS: 785 676-5186
 - Copy of Orders
 - Copy of LES

War on Terror Campaigns

Operation Iraqi Freedom, Operation Enduring Freedom, Operation Noble Eagle, Operation New Dawn

- Employee will be paid difference of BNSF wage average less Military salary; when applicable
- Employee must communicate leave information to the Scheduled Military Leave Administrator:
- Phone: 817 352-2034 / Fax: 817 352-7453
 - Copy of Orders
 - Copy of LES
 - Benefits Selection
- Questions should be directed to the Scheduled Military Leave Administrator: Phone: (817) 352-2034
- Employee must communicate leave information to local Director of Administration/Supervisor
 - If leave is more than 10 days, employee must submit for a leave of absence
- Employee responsible of notification to the Scheduled Military Leave Administrator for:
 - Returning to work for BNSF
 - Leave extension
 - Returning early from military leave
 - Leave status change (medical, etc.)
 - Change in pay
 - Rank
 - Years of service
- Pay stops when employee returns from active duty; not when employee returns to work for BNSF
- BNSF Vacation
 - Pay is offset by number of scheduled vacation days paid in a pay period
 - Unscheduled vacation paid out at end of year; Pay offset by number of unscheduled vacation days paid in a pay period
 - Upon return; vacation qualification detail is updated to include days spent in active duty

Additional information can be found in BNSF Policy 30.11, USERRA (Uniformed Services Employment and Re-Employment Rights Act) or by contacting the Military Leave Administrator.