

Memorandum of Agreement
Between
BNSF Railway
And
SMART-TD

1. Fatigue Mitigation for the San Antonio Multidirectional Pool
 - A. A trainman who accumulates four (4) consecutive starts (including deadheads) will be afforded the option to book either twenty-four (24) or forty-eight (48) hours of rest.
 - i. It is understood that if the trainman is at the away-from-home terminal following their fourth (4th) start then they will be afforded the option of twenty-four (24) or forty-eight (48) hours of rest at the home terminal after their fifth (5th) start.
 - ii. Flip trips/STAS trips count as one (1) start.
 - iii. Any trainman who chooses not to book extra rest will not be afforded the opportunity again until an additional four (4) consecutive starts have been accumulated (i.e., 8, 12, etc.).
 - iv. Any layoff event, paid or unpaid, that takes place will result in the trainman's start count being reset to zero (0). For purposes of this rest option only, having over twenty-four (24) hours off between starts will not reset the count.
2. SMART-TD and BNSF will work together to ensure that the pool is properly staffed to accommodate the implementation of this fatigue mitigation program so that no manpower shortages occur as a result.

This Agreement will become effective on **October 22, 2020.**

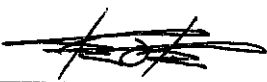
This Agreement may be cancelled by either Party with a 10 (ten) day notice on the other, however, it is further understood that the Parties commit to meet before a notice of cancellation is served by any Party signatory to the Agreement.

For BNSF:



S. Macedonio
AVP Labor Relations

For SMART-TD:



K. Kime
General Chairman



M. Beasley Coke
General Director, Labor Relations