

MEMORANDUM OF AGREEMENT

Between

The Burlington Northern and Santa Fe Railway Company

And

The United Transportation Union

As part of the Safety Summit process, this Agreement is designed to enhance employees' work/rest schedules as well as provide the manpower necessary to meet our customers' expectations.

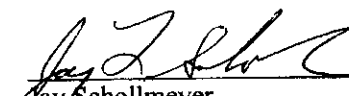
FOB/NFB


1. An employee assigned to the Minot to Glasgow pool at Minot, North Dakota, may, at anytime before reaching eight (8) times out, request to move his turn to the foot of the board (FOB). Upon receipt of the request, crew management shall immediately move that turn to the bottom of that board.
2. An employee assigned to this pool may at anytime before reaching eight (8) times out, request that his turn be marked pending foot of board (NFB). Upon such election, the turn will remain in rotation until reaching eight (8) times out, at which time the NFB will change to a FOB designation and the turn moved to the foot of the board. The employee may, at his option, remove the designation NFB from his turn at any time before it reaches the predetermined position and the turn will be called in normal rotation.
3. An employee may make a request to mark his turn FOB/NFB only once during a layover at his home terminal.
4. Pools covered by this Agreement shall be regulated in accordance with existing Agreements.
5. Employees working under this Agreement who are covered by a protective agreement will not have their guarantee offset when utilizing FOB/NFB.
6. This Agreement is made on a without prejudice basis and either party may cancel the Agreement by serving ten days' written notice on the other party.

This Agreement is effective April 1, 2008.

FOR THE UNITED
TRANSPORTATION UNION:

FOR THE BURLINGTON NORHTERN
AND SANTA FE RAILWAY COMPANY:


Jay Schollmeyer
General Chairman


K. J. McGinn
Asst. Vice President Labor Relations