

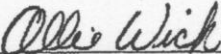
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**AGREEMENT
BETWEEN
BNSF RAILWAY COMPANY (BNSF)
AND
SYSTEM COUNCIL 16
OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

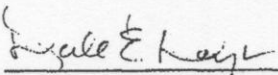
This letter of understanding is made (between BNSF Railway and System Council No. 16 of the IBEW) to address our recent discussions concerning employees possessing a valid license issued by the Federal Communications Commission (FCC).

Effective January 31, 2011, telecommunications maintainers who possess a valid FCC license (or equivalent) will receive the national skill differential pay provided in Appendix A (as amended) of the scheduled agreement between the Burlington Northern and Santa Fe Railway Company and its Telecommunications Department Employees represented by System Council No. 16 of the International Brotherhood of Electrical Workers, effective April 1, 2004.

Agreed to on this 25th day of January, 2011.



Ollie Wick, General Director Labor Relations



Dale Doyle, General Chairman



Susan Borsellino, Director Field Operations