

**AGREEMENT  
BETWEEN  
SYSTEM COUNCIL No. 16 OF THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
AND  
THE BNSF RAILWAY COMPANY**

The Parties have agreed to revise Rule 20, Rule 37 and Appendix “A” of the April 1, 2004 Agreement covering Telecommunication Department Employees working for the BNSF Railway to provide for the creation of a new Classification of work within the Department. The Rule is revised to include Telecommunication Maintainer I and Telecommunication Maintainer II – replacing the single Classification of Telecommunication Maintainer. Excluding Special Communication Maintainer Positions, Telecommunication Maintainer positions will be considered Telecommunication Maintainer I positions on the effective date of this Agreement.

The Carrier maintains the right to establish Telecommunication Maintainer II positions, either through the conversion of Telecommunication Maintainer I positions or the establishment of new Telecommunication Maintainer II positions. If a Telecommunication Maintainer I position is converted to a Telecommunication Maintainer II position, the available position will be offered in seniority order to the employees permanently assigned to Telecommunication Maintainer I positions at the location where the converted position will work. If none of the permanently assigned employees working at the location where the converted position will be assigned elect to fill the converted position, the position may be bulletined and assigned as a new position in accordance with Rule 22 of the Agreement. Newly established positions will be bulletined and assigned as set forth in Rule 22.

When either Telecommunication Maintainer I or Telecommunication Maintainer II positions are to be abolished, the provisions of Rule 18 will apply.

**The Parties agree that Rule 20(a) is amended as follows:**

**Rule 20. SENIORITY**

(a) Employees covered by this agreement will have System Seniority subject to Appendix “O”. Separate seniority rosters will be established as follows:

Seniority Roster	Classifications
Electronic Technician	Electronic Technician I, Electronic Technician II, Electronic Technician Foreman
Telecommunications Maintainer	<b>Telecommunications Maintainer I,</b> <b>Telecommunications Maintainer II,</b> Telecommunications Maintainer Foreman

The seniority date of the employee on a roster shall be established as of the first date he performs service in a classification on that roster.

**It is agreed that Rule 37 (c) will be amended to read as follows, and a new Rule 37 (d) will be added to the Agreement as set forth below. It is also agreed that Rule 37 of the April 1, 2004 Agreement, paragraphs (d), (e), (f), (g) and (h) will be redesignated as (e), (f), (g), (h) and (i):**

**Rule 37. EMPLOYMENT CLASSIFICATIONS**

(c) Telecommunications Maintainer I

Telecommunications Maintainer I is an hourly rated employee. The duties of the Telecommunications Maintainer are to install, test, inspect, adjust, maintain, repair, assemble and /or dismantle the less complex equipment associated with inside and outside telecommunications equipment, such as but not limited to; telecommunications cables, antenna work, power plant, and microwave site maintenance. The Telecommunications Maintainer I may also perform the type of work covered by this agreement and may have installation and maintenance work assigned on less complex telecommunications and/or electronic devices to the extent his qualifications permit.

(d) Telecommunications Maintainer II

Telecommunications Maintainer II is a monthly rated employee. The duties of the Telecommunications Maintainer are to install, test, inspect, adjust, maintain, repair, assemble and /or dismantle the less complex equipment associated with inside and outside telecommunications equipment, such as but not limited to; telecommunications cables, antenna work, power plant, and microwave site maintenance. The Telecommunications Maintainer may also perform the type of work covered by this agreement and may have installation and maintenance work assigned on less complex telecommunications and/or electronic devices to the extent his qualifications permit.

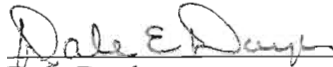
NOTE: The position of Telecommunications Maintainer II is a monthly rated employee and shall be governed by the hours of service, working conditions and overtime rules specified in Rule 33 of this Agreement and will be compensated therefore at the rate of pay per Appendix A.

It is understood that employees assigned to Telecommunications Maintainer I positions and employees assigned to Telecommunication Maintainer II positions will be placed on a common overtime call list at the location employed, if they so desire, with overtime to be offered equally to all on the list.

This understanding is made under specific circumstances and is without prejudice to the parties' positions and on a nonreferable basis.

This Agreement is effective December 15, 2007.

AGREED:



Dale Doyle  
General Chairman IBEW System Council 16



Rob Karov – Asst. Vice President  
Labor Relations – BNSF Railway Co.



Ollie Wick – General Director  
Labor Relations – BNSF Railway Co.



Jo-ann Olsovsky – Asst. Vice President  
Telecommunications – BNSF Railway Co.

**APPENDIX "A"**

**TELECOMMUNICATIONS RATE SHEET**

<b>CLASSIFICATION</b>	<b>BASIC MONTHLY RATES OF PAY</b>
	<u>December 1, 2007</u>
(a) Electronic Technician I	\$23.58 / Hour
(b) Electronic Technician II	\$4929.42 / Month
(c) Electronic Technician Foreman	\$5236.13 / Month
(d) Telecommunications Maintainer I	\$23.58 / Hour
(e) Telecommunications Maintainer II	\$4929.42 / Month
(f) Telecommunications Maintainer Foreman	\$5236.13 / Month

**Note:** Electronic Technician I, Electronic Technician II and Electronic Technician Foreman covered by this agreement that possess a FCC License will receive the applicable National skill differential (85 cents per hour on September 1, 2007).

All monthly pay rates listed above are based on 213 hours per month.