



Ollie D. Wick  
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December 21, 2012

Mr. Dale Doyle  
IBEW General Chairman  
999 Westview Drive, Suite 5  
Hastings, MN 55033

Re: Agreement to amend Rule 19 regarding probation periods

Dear Mr. Doyle:

This will confirm and memorialize our agreement to amend Rule 19 of the April 1, 2004 Agreement between BNSF and its Telecommunications Department Employees represented by the IBEW. It is agreed that maintainers will be provided an additional 120 day qualification period exclusively to extend the time in which they are required to obtain their commercial driver's license (CDL).

This additional 120 day qualification period will begin immediately following the initial 120 day probation period described in Rule 19, and it is understood that the initial 120 day probation period shall not otherwise be affected, other than as specified herein. Failure to obtain the CDL during the 120 qualification period may result in the employee's termination from service.


This Agreement and its application is made without prejudice to either party's contention concerning the application of the agreement rules and this proposal, or its application or acceptance thereof, will not be referred to as a precedent by either party under any circumstances, and may be cancelled by either party by the serving of a 30-day written notice on the other party. Upon cancellation, each party will revert to the original language and application of the Rule. This Agreement shall be effective on January 1, 2013 and will apply to all maintainers whose initial probation periods begin on or after that date as well as those maintainers currently in their initial 120 day probation period.

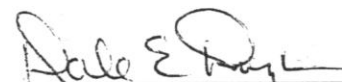
If this correctly reflects our agreement, please sign in the designated space provided below.

Sincerely,

  
\_\_\_\_\_  
Ollie D. Wick/dac

Agreed:

  
\_\_\_\_\_  
Susan Borsellino  
Director, Field Operations  
BNSF Railway

  
\_\_\_\_\_  
Dale Doyle, General Chairman  
IBEW