



Ollie D. Wick
General Director
Labor Relations

BNSF Railway Company
P.O. Box 961030
Fort Worth TX 76161-0030
2600 Lou Menk Drive
Fort Worth TX 76161-0030
Phone: 817 / 352-1032
Fax: 817 / 352-7482
Ollie.Wick@BNSF.com

January 28, 2015

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

Re: Agreement to amend Rule 19 Entering Service and Seniority Date

Dear Mr. Doyle:

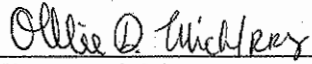
This will confirm and memorialize our agreement to amend Rule 19 of the April 1, 2004 Agreement between BNSF and its Telecommunications Department Employees represented by the IBEW. Because of the rigorous training and evaluation schedule for new hires, the parties have agreed that newly-hired employees are prohibited from bidding during their initial 120 days of service. To further clarify the parties' intentions, the following language will be inserted after the third paragraph and before the final paragraph:

"With the exception of the circumstances set forth in Rule 9, newly-hired employees will not be permitted to exercise seniority during their first 120 days of service. Newly-hired Maintainers who have not obtained a Commercial Driver's License (CDL), where required, within their first 120 days of service will not be permitted to exercise seniority until obtaining the CDL in accordance with this Rule 19, except as set forth in Rule 9."

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. This Agreement shall be effective on February 1, 2015 and applies to all Telecommunications Department employees whose initial probation periods begin on or after that date as well as to those employees currently in their first 120 days.


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

Sincerely,




Ollie D. Wick/try

Agreed:



Susan Borsellino
Director, Field Operations
BNSF Railway



Dale Doyle, General Chairman
IBEW