

**Memorandum of Agreement
Between
BNSF Railway Company
And
System Council No. 16 of the
International Brotherhood of Electrical Workers**

BN Rule 32 and ATSF Rule 23 will be amended by adding the following paragraphs to each Rule:

“An employe assigned temporarily to fill the place of a Foreman will not be assigned to work as an Electrician on any calendar day upon which he has worked as a Foreman.

The assigned position of an employee working temporarily to fill the place of a Foreman for thirty days or more will be considered vacant and will be bulletined.

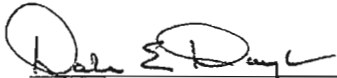
An employee whose position is bulletined and assigned under the provisions of the preceding paragraph, upon completion of the temporary Foreman assignment, will be governed by Rule 16(g) of the BN Agreement or Rule 17(a) of the ATSF Agreement.”

This Agreement shall be effective when signed.

Signed this 5th day of December, 2007.

For:

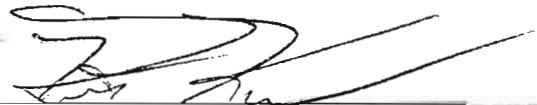
System Council No. 16 of the International
Brotherhood of Electrical Workers



Dale E. Doyle
General Chairman

For:

BNSF Railway Company



Robert S. Karov
Asst. Vice President Labor Relations



Ollie D. Wick
General Director Labor Relations