

MEMORANDUM OF AGREEMENT
Between
BNSF RAILWAY
And
SMART – TRANSPORTATION DIVISION

In an effort to strive for continuous improvement, the Parties agree to the following modifications regarding Work/Rest Cycles contemplated in the 2023 SMART-TD Article VI and VII On Property Agreement:

Rest Cycle Rebid Schedule Modification

1. Work/rest cycles will be advertised in three (3) month bid packs, unless otherwise agreed to by BNSF and the relevant SMART-TD General Chairman. Bid packs will be bulletined to be effective in January, April, July and October; the Parties will meet and set the exact dates, by Division, no later than November 30 the year prior.

For example, the rebid dates for all of 2026 will be communicated no later than November 30, 2025.

2. Boards, during rebid, will be sorted as follows:
 - a. Trainmen who do not move assignments and stay on the same board will move up (in rotation order) and new trainmen placing to the board will fill behind.
 - i. Trainmen who do not move assignments, even if they change rest cycles within the board, will not lose their 30-day bump.

Removal of Bid Pack Protection

The bid pack protections outlined in Section 3 of the 6/3 and 7/3 work/rest cycle agreements are removed. Additionally, bid pack protections outlined in current Predictable Work Schedule (PWS) agreements are also removed. When trainmen wish to exercise seniority to a board with a work/rest cycle (E.G 6/3V, 7/3V. PWS), they must first place to an open position; if none, they will displace the junior trainman. If the pool or extra board has a former road equity agreement, displacements will be governed by the parameters of the rest day or former road equity agreement.

Rest Day Default

1. Trainmen who elect to observe any portion of the rest cycle on a 6/3V or 7/3V board must select that option in the designated manner not less than twelve (12) hours prior to the beginning of their rest cycle. If a trainman does not make this selection, the default will be for the trainman to stay marked up and available for service.

- a. Trainmen placing to a 6/3V or 7/3V turn while the turn is on rest days will stay marked up and will not observe the 3-day rest cycle. However, trainmen who are displaced will continue to observe the remainder of their rest days ("PRD").
2. Trainmen returning to their previous rest cycle from vacation will observe their rest days (if applicable) upon their return and the trainman who filled the vacation vacancy will subsequently be marked up, even if rest days have started.
 - a. Workforce Support will program a visibility solution so that trainmen are made aware when they assume a vacation vacancy.
 - b. This Item 2 will not go into effect until BNSF and SMART-TD agree the programming adequately provides the necessary visibility. In the interim period, the trainman who filled the vacation vacancy could be placed in "PRD" (Previous Rest Day) status once displaced.

"Red Zone" for Extra Boards

Use of extra board trainmen prior to the start of their rest days, as outlined in the applicable Rest Cycle Agreements, is modified as follows:

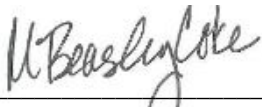
1. Other than as outlined below, beginning twenty-four (24) hours before the start of a rest cycle (the "Red Zone"), trainmen who are scheduled to begin a rest cycle will be used on assignments that are scheduled to tie up at the home terminal.
 - a. Beginning twenty-four (24) hours before the start of their rest cycle, when a trainman becomes first out, they will be run around by trainmen following that employee on the extra board, without penalty for any trainman, to be used on assignments that are scheduled to tie up at the home terminal.
 - i. If a Red Zone trainman is the last rested and available employee on the extra board, they may be operated to the away-from-home terminal.
 - b. Trainmen may elect to bypass runaround as contemplated in subsection (a) but must do so in the Workforce Hub (or similar technology). In that case, the trainman will be called first-in, first-out on the extra board and may operate to the away-from-home terminal.
 - c. In the event a trainman is required to work into the start of their rest days, trainmen will begin their rest cycle upon tie-up at the home terminal and will have their rest cycle adjusted to allow for the full three (3) day rest cycle (not less than seventy-two (72) hours off) upon tie-up at the home terminal.

Savings Clause

This Memorandum of Agreement only modifies existing agreements to the extent set forth herein. All other schedule rules, agreements and/or other rights remain in effect.

This Agreement shall become effective on June 2, 2025.

For BNSF:



Melissa Beasley Coke

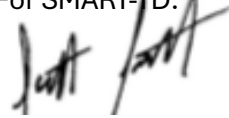


Andrea Smith



John Murphy

For SMART-TD:



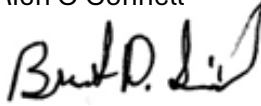
Scott Swiatek



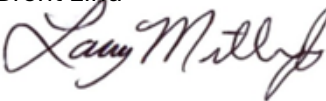
Kevin Kime



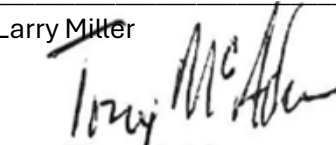
Rich O'Connell



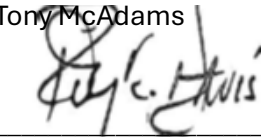
Brent Lind



Larry Miller



Tony McAdams



Roy Davis



Justin Schrock

Side Letter No. 1 – Red Zone Examples for a 6/3 Voluntary Work/Rest Cycle Extra Board

The parties recognize the functionality of the bypass toggle works the same for 6/3 voluntary and 6/3 mandatory work/rest cycles, however, the governing flag is whether or not an employee will observe the rest days. Specifically, on a 6/3 voluntary work/rest cycle, if an employee has indicated they want to stay marked up during their rest days, the bypass toggle does not become active because the employee does not go into a Red Zone. Additionally, if an employee on a 6/3 voluntary work/rest cycles makes the designation within 24-hours of the start of the rest days to observe their scheduled rest days, the Red Zone toggle becomes active when that change is made in the system. Examples:

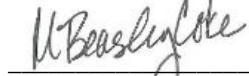
Example 1:

- An employee has rest days on Friday, Saturday and Sunday.
- The employee has indicated they do not want to observe their rest days.
- The bypass toggle is not active because employee stays marked up and is not in the Red Zone.

Example 2:

- An employee has rest days on Friday, Saturday and Sunday; the rest day starts at 0700 Friday,
- The employee had initially indicated they do not want to observe rest days but decides at 1400 on Thursday to take the scheduled rest days and changes the flags in the system.
- The employee's Red Zone is 1400 Thursday through 0700 Friday, when their rest days begin.
- The bypass toggle is active at 1400 on Thursday and defaults to "bypass" for trips to the AFHT.
- If the employee toggles to indicate they do not want to be bypassed, the toggle is locked.

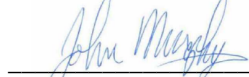
For BNSF:



Melissa Beasley Coke

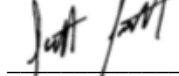


Andrea Smith



John Murphy

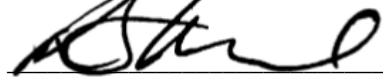
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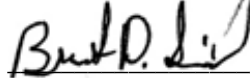
Scott Swiatek



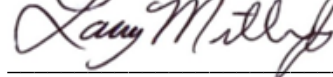
Kevin Kime



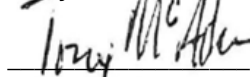
Rich O'Connell



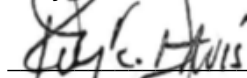
Brent Lind



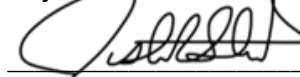
Larry Miller



Tony McAdams



Roy Davis

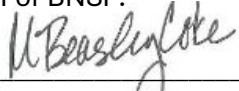


Justin Schrock

Side Letter No. 2 – 2025 Rebid Dates

The parties will meet within 30 days following the effective date of this Letter of Understanding to discuss rebid dates for the remainder of 2025.

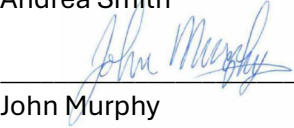
For BNSF:



Melissa Beasley Coke

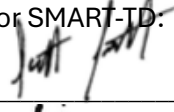


Andrea Smith



John Murphy

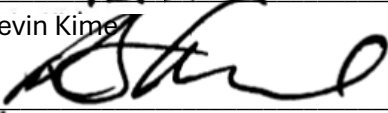
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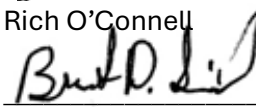
Scott Swiatek



Kevin Kime



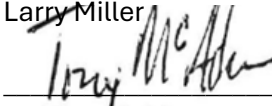
Rich O'Connell



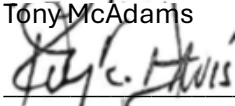
Brent Lind



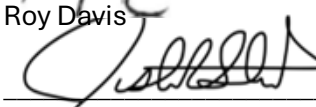
Larry Miller



Tony McAdams



Roy Davis

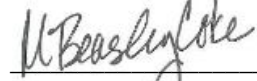


Justin Schrock

Side Letter No. 3 – 6/3 Rest Cycle Dispute

The parties agree that this Agreement does not disturb the parties' respective positions regarding the existing work/rest cycle dispute for extra boards.

For BNSF:



Melissa Beasley Coke

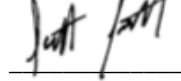


Andrea Smith



John Murphy

For SMART-ID:



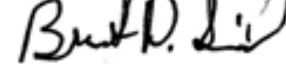
Scott Swatek



Kevin Kime



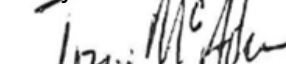
Rich O'Connell



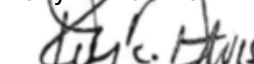
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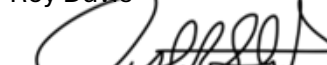
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