



MILTON H. SIEGELE, JR
Assistant Vice President
Labor Relations

BNSF Railway Company
2600 Lou Menk Drive
P.O. Box 961030
Fort Worth, TX 76161-0030

Telephone 817-352-1068
Fax 817-352-7482
Email Address
milton.siegele@bnsf.com

November 28, 2012

Mr. C.J. Adams
General Chairman UTU
2027 South 61st Street
Suite 125
Temple, TX 76504

Mr. Rex L. Pence
General Chairman UTU
1101 E. 87th Street, Ste. #105
Kansas City, MO 64131


Mr. D.L. Young,
General Chairman UTU
12465 Mills Avenue Unit B5
Chino, CA 91710

Dear Sirs,

This letter shall serve to confirm our understanding that a decertified employee will have a bump to place upon FRA decertification and then again once the decertification period expires.

If this accurately reflects our understanding, please provide your signature in the space provided below.

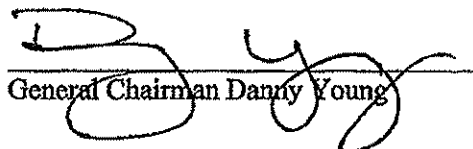
Sincerely,



I AGREE


General Chairman Chad Adams


General Chairman Rex Pence


General Chairman Danny Young