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January 22, 2009

Mr. Jim A. Huston
General Chairman UTU ATSF EW
1101 E. 87th St., Suite 105
Kansas City, MO 64131

Mr. W.E. Young
General Chairman ATSF Coastlines
12465 Mills Ave., Unit B5
Chino, CA 91710

Mr. Paul W. Tibbit
General Chairman UTU ATSF N/S
PO Box 3069
Temple, TX 76505

Gentleman:

In reference to our conversation earlier today, the following is understood:

At any location where there are employees in OIFR status, no employee will be allowed to exercise seniority into that location in any manner (i.e. bid, bump, letter of increase) unless there is a junior employee working at that location OR no senior employee OIFR at that location.

If the above correctly reflects our understanding, please signify by your signature below.

Sincerely,

Melissa Beasley

J.A. Huston

W.E. Young

P.W. Tibbit