

BNSF

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File No: Trip Rates

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Mr. W. E. Young
General Chairman – UTU
2110 East First Street, Suite 112
Santa Ana, CA 92705-4095

Dear Mr. Young:

This letter is to confirm our previous discussions concerning the proper application of trip rates at BNSF related to three issues.

The first issue concerns BNSF's methodology for paying lap backs and side trips on certain runs under your jurisdiction. Typically, BNSF pays miles traveled when performing a side trip or a lap back separate and apart from the basic trip miles; however, a review of our records indicates that on certain runs under your jurisdictions, BNSF actually includes side trip and/or lap back miles in the basic trip miles paid.

For purposes of calculating trip rates and for the purpose of maintaining consistency, where we have paid actual miles for a side trip or lap back under constructive codes LP and SD, those earnings will be added to the regular pay in the trip rate. That being the case, after implementation of trip rates that include actual miles for lap backs or side trips, the only proper claim using constructive codes LP and SD will be claims for a basic day penalty claims.

Another fundamental issue goes to when the basic trip rate and the flip-trip trip rate are applicable. Conductors and brakemen will be compensated either a flip-trip trip rate or a basic trip rate based on the service the crew actually performs, and only for the kind of trips that were included in the trip rate calculation. To be eligible for a flip-trip trip rate, an employee must not be released for rest at the away-from-home terminal.

Also, notification requirements for crews who combine a deadhead and service trip after trip rates are implemented on a specific run will no longer be applicable.

On double-ended pools, BNSF will establish a single trip rate. If the National Dispute's Committee determines that each home terminal must have its own trip rate, BNSF will revisit this issue and establish a trip rate for the pool at each home terminal.

Sincerely,