

**BNSF**

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Mr. Pat Williams  
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Mr. W. E. Young, III  
 General Chairman UTU  
 12465 Mills Avenue, Unit B5  
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Gentlemen:

The following instructions apply when Held-Away-From-Home-Terminal service ends and subsequent service begins.

Under the UTU 1985 and BLE 1986 National Agreements, the pay commences when called for service. HAFHT ends when pay commences for subsequent service. This would include all former UTU, BLE-T, ATSF post-85 and pre-85 employees under applicable collective bargaining agreements.

Prior to the 1985 UTU National Agreement, trainmen and conductors were allowed away from home terminal pay until their deadheading actually commenced. At that time crews were paid actual mileage for the deadhead and pay did not begin until they departed on their deadhead.

The 1985 UTU and 1986 BLE National Agreements changed the payment for deadheading. Pre 85 employees who were called to deadhead separate and apart from service were allowed actual deadhead time with a minimum of a basic day.

Public Law Board 3304, Award No. 306, UTU and BN Railroad clearly defined Rule 32 for both the Trainmen's Schedule and the Conductor's Schedule. Rule 32 states in part that if a conductor or trainman is called to deadhead away from home terminal time shall cease at the time pay begins for deadheading.

Former BN BLE Referable Settlement states in part that HAFT payments cease when an engineer is required to report for deadheading and deadhead payment commences at that time. Rule 50(b) states: "Should an engineer be called for service or ordered to deadhead after pay begins, the held-away-from-home terminal time shall cease at the time pay begins for such service or, when deadheading, at the time the train leaves the terminal, except that in no event shall there be duplication of payment for deadhead time and held-away-from-home-terminal time."

Since the above award and settlement were rendered based on provisions of the UTU 1985 and BLE 1986 National Agreement, they are equally applicable to your territories and supersede prior agreements that conflict therewith. The only exceptions are ID Agreements ratified after the 1985 and 1986 National Agreements with prior rights as with Gallup, N. M., Los Angeles to Barstow, San Bernardino to Needles, Winslow to Phoenix - UTU - Yes, BLE - No., Gainsville to Temple, Amarillo to Wellington, Kansas City to Ft. Madison, Kansas City to Newton, La Junta to Newton, Albuquerque to Raton, Silsbee to Temple, Temple to Sweetwater, and Alliance to Childress.

Please contact this office immediately if you have any questions concerning the above.

Sincerely,

*Gene L. Shire* / RAS

Gene L. Shire

Cy: Marka Hughes