



MAGGIE PRELLWITZ  
Director  
TYE Compensation Systems

BNSF Railway Company  
One Santa Fe Plaza  
920 SE Quincy  
Topeka, KS 66612  
Telephone: (785) 676-5555  
Fax: (785) 676-5181  
Email: Maggie.prellwitz@bnsf.com

Butch Young  
General Chairman UTU  
12465 Mills Ave. Unit B5  
Chino, CA. 91710

March 23, 2007

Dear Butch:

As you may have heard, BNSF is getting ready to introduce EZ Pay, a new software package designed to improve and simplify the compensation process for TYE employees. I'm writing to fill you in about EZ Pay and invite you to get involved with us as we design and test the software.

The current timekeeping system auto generates compensation for Regular Pay, Overtime, Trip Rate Pay, BN Conductor Trainee Overtime Pay, Engineer Certification Pay (CP), Special Pay Differential (PD), Car Scale Additives (CS), Special Engineers' Through Freight Allowances (CS), Special District Pay (SP/DD), Driving Allowance (DA), Constructive Mileage (68), Vacation Pay, PLD Pay for Pre-Approved Layoffs, and Guaranteed Extra Board Pay.

In Phase I of EZ Pay, we will auto generate compensation for nine additional codes for employees working in through freight service: Two meals at AFHT (07), One meal at AFHT (25), Reduced Crew Allowance (32), Meal (\$1.50) En Route (09), \$5.00 Late Meal (41), Meal En Route (72), Held Away From Terminal (30), New Hire OIT Instructor Allowance (IA), and (91) Engineer Instructing Trainee.

When through freight employees come in to tie up, they will get three options:

1. EZ Pay Express - All applicable EZ Pay codes will be auto generated and paid.
2. EZ Pay + Additional Codes - All applicable EZ Pay codes will be auto generated and paid. Additional codes may be added at the end of the tie-up.
3. Traditional Tie-Up -- Tie up as currently done, without EZ Pay.

When using the EZ Pay Express and EZ Pay + Additional Codes tie ups, employees will get a receipt with the amount paid for each EZ Pay code along with the ticket printout that they currently receive.

We are going to start software testing for Phase I early in April. I'd appreciate it if you would send me recommendations of members you have who you would like to participate in reviewing the process and trying out the software.

If you have comments about EZ Pay or would like to discuss it in more detail, please get in touch with me.

Respectfully,

Cc: Milton Siegele  
Marka Hughes