

MEMORANDUM OF AGREEMENT Between: The Burlington Northern and Santa Fe Railway, and the United Transportation Union. (C.T. & Y) (Coast Lines), representing Employees in the Bakersfield California Yard.

The purpose of this agreement is to establish an Independent Herder position in the Bakersfield California Yard, that can perform all the duties of a regular herder, as well as assist inbound and outbound freight crews.

The rate of pay for Independent Herder positions, established at Bakersfield Yard, will be \$182.36, per 8 hour shift. The Independent Herder will be subject to all other yard agreements and contractual provisions as set forth in the yardman's schedule.

The independent herder may be required to:

1. Herd power, including making air hose couplings between the consist and train and MUFing the consist.
2. Assist in making pick-ups, including set and release of hand brakes, making couplings, and relaying and/or giving instructions via hand and/or radio signals.
3. Assist in making set outs: spotting and securing cars, relaying and/or giving instructions via hand and/or radio signals, including assisting in setting out bad order cars.
4. Line main track and yard switches within switching limits.
5. Make air hose couplings between cars and assist in or perform initial terminal inspection and air test as well as 1,000 mile inspections.
6. Air hose couplings (Code 13) and ETD handling (Code 34) will no longer be paid to the independent herder.

When assisting a road crew, the independent herder will become a member of the crew.

When an independent herder assists a conductor in performing service defined by Article II (2) of the 1982 Memorandum of Agreement as a work event, the service performed will still be a work event for the Conductor.

This agreement will be effective on 3-1-99

This agreement will continue in effect subject to ten (10) days written notice by either party of a desire to change or terminate same.

QUESTIONS AND ANSWERS:

1. Q. May an Independent Herder be required to bleed cuts of cars at times when he/she is not assisting a road crew?
A. Yes
2. Q. If the Independent Herder is required to handle an ETD or couple air hoses when assisting a road ground crew, will the eligible members of the road ground crew receive ETD or air pay, (code 34, and 13), as appropriate?
A. Yes
3. Q. Will the Independent Herder be required to perform Dog Catch service?
A. No
4. Q. Will the Independent Herder be required to assist yard crews?
A. No
5. Q. Can an amendment be added to this agreement without cancelling it?
A. Yes

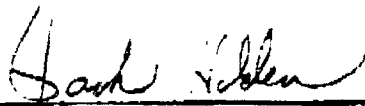
Signed on 3-1-89

For the Burlington Northern Santa Fe:



G.L. Shira, General Director
Labor Relations

For the United Transportation Union:



J.F. Holden, General Chairman
UTU (Coast Lines)



A.W. Grosswater, Local Chairman
UTU, Bakersfield CA Yard