

**30 Day Bump Agreement  
MEMORANDUM OF AGREEMENT**

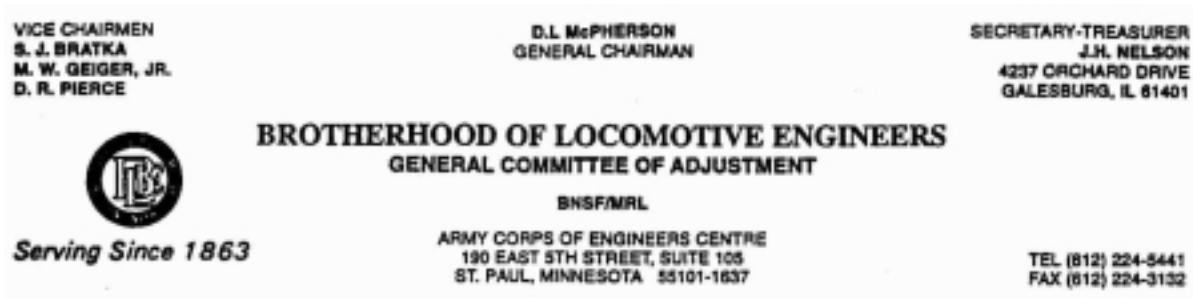
**between  
BURLINGTON NORTHERN RAILROAD  
and the  
BROTHERHOOD OF LOCOMOTIVE ENGINEERS  
THIRTY (30) DAY BUMP RULE**

An engineer who has been permanently assigned on the same engineer assignment in excess of thirty (30) days will be allowed to give up that assignment and exercise his seniority as prescribed by current schedule rules.

Engineers will not be allowed to exercise seniority within the same pool. When an engineer under this article bumps from road service to yard service, he must stay in yard service at that terminal for a minimum of thirty (30) days, seniority permitting.

This agreement will become effective on , 1996, and will remain in effect until modified or changed in accordance with the provisions of the Railway Labor Act, as amended.

FOR THE CARRIER GENERAL CHAIRMAN, BLE



January 8, 1997  
File: 30 Day Bump

ALL LOCAL CHAIRMEN AND ASSISTANTS  
BURLINGTON NORTHERN SANTA FE  
NORTH LINES MERGED PROPERTIES

Dear Sirs and Brothers:

This is to advise that the Thirty (30) Day Bump agreement proposal was approved by a margin of 21 votes "For" and 17 votes "Against" with three (3) Divisions not voting. A tally sheet is enclosed.

We expect to make the agreement effective on February 1, 1997 and you will be provided with fully executed copies as soon as the appropriate signatures have been obtained. As a matter of interest, this office has received inquiries as to when a person's 30 day bump would be activated, i.e., 48 hours after a bid sheet change, at the regularly scheduled time of day when board changes are regularly made, or at some other time. Having considered

the inquiries, it is the position of this office that the bump would be applied as follows:

Engineers desiring a bump under this rule must file a new bid sheet which identifies that a 30 day bump is desired and must have occupied that job for at least 30 calendar days. Simply put, the 30 day bump move cannot actually be made until the 31st day. Such bid sheet will become effective 48 hours later (700 Rules) and the bump will be effective at the time of day recognized as the time when board changes are made at the location.

EXAMPLE: On the 10th day of the month at 2:50 AM, Engineer D files a new bid sheet requesting a bump under this rule. The bid sheet will be effective at 2:50 AM on the 12th, but the regular board change for that location is done at noon. Therefore, the engineer's 30 day bump will be made at (or as near as practicable) to noon on the 12th.

Trusting this apprises you of the status of this matter and its intended application, I remain

Fraternally.