

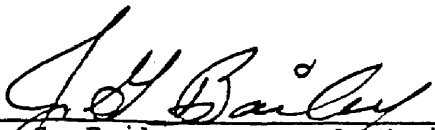
MEMORANDUM OF AGREEMENT between The Atchison, Topeka and Santa Fe Railway Company and its employees represented by the United Transportation Union (CT&Y Committee), Eastern and Western Lines, excluding the former Northern and Southern Divisions.

IT IS AGREED:

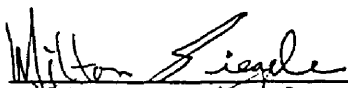
1. Notwithstanding the provisions of Article IV, Section 5, of the October 31, 1985 National Agreement with the United Transportation Union (UTU), when a yardman with a ground service seniority date prior to January 1, 1995, is a member of a ground service yard crew that handles one or more ETDs/ETMs during a tour of duty, that employee will be paid one hour at the appropriate rate of pay. When a roadman with a ground service seniority date prior to January 1, 1995, is a member of a ground service road crew that handles one or more ETDs/ETMs during a tour of duty at any one or more of the locations listed on Attachment A, he will be paid one hour at the appropriate rate of pay. These payments will be made on a without prejudice basis.
2. For purposes of this agreement, appropriate rate of pay, is the rate of pay that is currently being paid for handling ETDs/ETMs (Code 34).
3. Ground service employees with ground service seniority dates on or after January 1, 1995 are not eligible for this payment.
4. This understanding is unique to the payment for handling ETDs/ETMs on this property and is applicable only to those employees with seniority dates prior to January 1, 1995, and is not intended to revise Article IV, Section 5, of the October 31, 1985 National Agreement.

This agreement is entered into on this 31st day of December, 1994.

AGREED:



Joe G. Bailey, General Chairman
United Transportation Union



Milton H. Siegele, Jr.
Director of Labor Relations

Attachment