

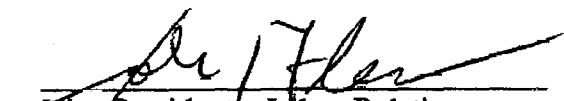
MEMORANDUM OF AGREEMENT
Between
THE BURLINGTON NORTHERN AND SANTA FE RAILWAY CO.
And
UNITED TRANSPORTATION UNION

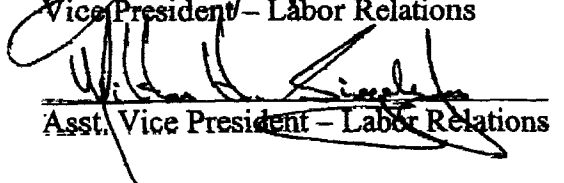
IT IS AGREED:

Article XII of the October 31, 1985 National Agreement provides that, "The seniority of any employee whose seniority in train or engine service is established after the date of this Agreement and who is furloughed for 365 consecutive days will be terminated if such employee has less than three (3) years of seniority." At The Burlington Northern and Santa Fe Railway Company, this Article XII of the October 31, 1985 National Agreement is eliminated in its entirety.


Signed at Fort Worth, Texas this 29th day of October, 1999.

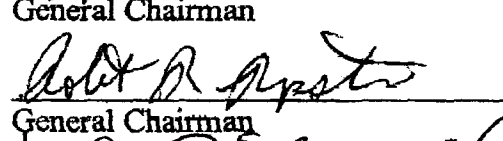
For The Burlington Northern and Santa Fe
Railway Company

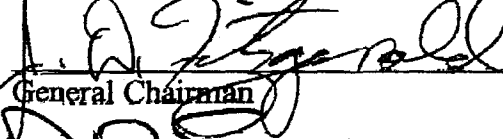

Vice President - Labor Relations

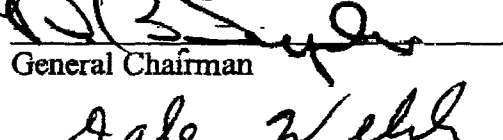

Asst. Vice President - Labor Relations

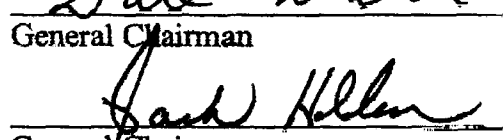
For United Transportation Union

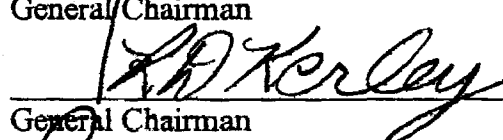

General Chairman

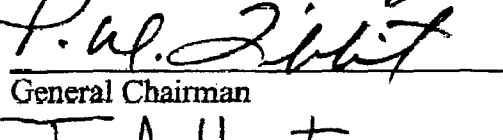

General Chairman

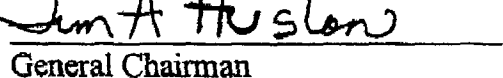

General Chairman



General Chairman


General Chairman


General Chairman


General Chairman


General Chairman


General Chairman