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Side Letter No. 1

Mr. Rick Gibbons  
BLET General Chairman

Mr. Austin Morrison  
BLET General Chairman

Mr. Pat Williams  
BLET General Chairman

Mr. Matt Wilson  
BLET General Chairman

Gentlemen:

During the discussions giving rise to the agreement signed this date, we discussed the handling of employees who were at or nearing the time thresholds (applicable to either "limbo" time or monthly time on duty) imposed by RSIA.

The RSIA provides that a train employee may not "remain on duty, go on duty, wait for deadhead transportation, be in deadhead transportation from a duty assignment to the place of final release, or be in any other mandatory service for the carrier in any calendar month where the employee has spent a total of 276 hours on duty, waiting for deadhead transportation, in deadhead transportation from a duty assignment to the place of final release, or in any other mandatory service for the carrier."

We agreed that employees at or near the limbo time threshold (30/40), and who have enough time to work under the monthly time threshold (276), shall continue to be called for their assigned service.

We also agreed that employees nearing their monthly time threshold (276) shall be called or allowed to work their assigned service if there is a reasonable expectation that the employee will be able to complete the service (meaning a full round trip in freight service if being called at the home terminal) within their remaining hours. The determination of having sufficient time to perform service shall be based upon the average time necessary to complete the service during the previous calendar month. Employees having 252 hours or less shall always be considered as having sufficient time to complete the service.

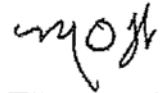
In the event an employee is not called to perform the service due to the determination that the individual lacked sufficient time to complete the service, and it is ultimately determined that the employee had sufficient time remaining in order to complete the service, then the employee not called shall be "made whole" to earnings lost.

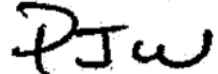
Sincerely,




I Agree:

  
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BLET General Chairman

  
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BLET General Chairman

  
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BLET General Chairman

  
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BLET General Chairman