

**BURLINGTON NORTHERN RAILROAD**

Fort Worth, Texas  
December 17, 1992

TO: Ms. J. M. Gibbs  
FROM: M. J. Hoven

**SUBJECT: Locomotive Engineer Trainer Agreement**

Attached is a copy of the agreement reached between the BLE and BN governing the use of engineers to work with engineer trainees.

As discussed with Bob Bonkaski, Boris Kantor and Dave Blair of your staff, on December 9, 1992, 10% of the "Straight Time Daily" compensation, "Straight Time Mileage" compensation and "Overtime" compensation is to be paid as a lump sum under constructive code 024 to engineer trainers while working with a trainee.

The following constructive codes are to be included in the 10% calculation if such constructive codes are paid in connection with the "Trip" mileage:

025 Overtime Acct Work on Rest Day  
029 Final Lite Miles  
032 Initial Lite Miles  
033 OT 2nd Shift Prior to 22 1/2 Hours  
034 Hill Doubling  
035 Side Trip  
037 Lap Back  
134 Pre-Merger Miles  
491 Deadhead to in Conjunction with Service  
492 Deadhead from in Conjunction with Service

Deadhead payments made separate and apart from service are not to be Included In the calculation.

If you have any questions, please give me a call.

cc: Mr. T. P. Sullivan