

**MEMORANDUM OF AGREEMENT**  
**Between**  
**BNSF RAILWAY COMPANY**  
**And**  
**SMART- Transportation Division**

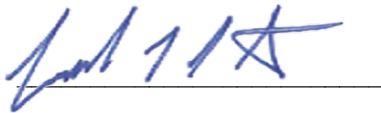
This Agreement creates a 30-day hold-down for trainmen bidding and bumping to all former BN Locals and Road Switchers headquartered in Amarillo and Dalhart, TX. The jobs currently affected are listed below, however, in the event an additional job is added, or the train's symbol is changed, the provision of this agreement will still apply:

- L-KAN0371
  - L-KAN0372
1. Beginning on June 26, 2023, trainmen who bid, or bump and assume positions on the jobs identified above will be held for 30 days and will not be subject to displacement unless the displacing trainman is unable to hold any position in his/her subdivided seniority district.
  2. Trainmen awarded a position on the identified jobs are also restricted from exercising their seniority for the period of the 30-day hold down. Following the expiration of the hold down, or if their position is abolished, trainmen may exercise their seniority in accordance with Agreement rules.

Except as specifically provided herein, nothing contained in this agreement shall be construed as modifying, amending, or superseding any of the provisions of existing Collective Bargaining Agreements between the SMART-TD and the BNSF Railway.

This Agreement will become effective as of the date signed. Either party may cancel this Agreement in its entirety with ten (10) days written notice to the appropriate Labor Relations Officer or General Chairperson.

For SMART-TD:



Mike LaPresta  
General Chairperson

For BNSF Railway Company



Sam Macedonio  
AVP, Labor Relations



Chance Kirbie  
Manager, Labor Relations