

LETTER OF AGREEMENT

between

BNSF RAILWAY COMPANY

and its employees represented by

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS (IAMAW)

BNSF Railway and the International Association of Machinists and Aerospace Workers (IAWMAW) hereby agree to modify the October 29, 2014 Agreement between BNSF and the IAMAW, the May 7, 2017 Agreement between BNSF and the IAMAW, and the June 1, 2017 Agreement between BNSF and the IAMAW which established machinist trainer coordinator positions, assistant system trainer positions, and system trainer positions.

As of the effective date of this Agreement, these positions will be compensated at the prevailing journeyman machinist rate of pay, plus a percentage of the prevailing journeyman rate of pay, as set forth below.

1. Trainer Coordinator – Prevailing journeyman rate of pay plus 11%.
2. Assistant System Trainer – Prevailing journeyman rate of pay plus 15%
3. System Trainer – Prevailing journeyman rate of pay plus 20%

Unless specifically modified by this Agreement, all other aspects of the trainer coordinator agreement, assistant trainer instructor agreement, and system trainer instructor agreement remained unchanged. This Agreement will become effective on September 1, 2023.

AGREED:

Derek Cargill

Derek Cargill
General Director, Labor Relations

Kenneth Krause

Kenneth Krause
Lead General Chairman, IAMAW
Approved By:
Kyle Loos, IAMAW, PDGC
John Denny, GC
Heath Jacobs, GC
Jason Gibbs, GC
Juan Estrada, GC
Josh Cox, GC