

## LETTER OF INTENT NO. 1

Between

**The Burlington Northern Santa Fe Railway Company (BNSF)**

**And**

**International Association of Machinists and Aerospace Workers (IAMAW)**

In 2014, BNSF and the IAMAW established a proficiency-based approach to training our machinists in the unique skills required of a successful locomotive journeyman machinist. This agreement is to clarify the parties' expectations regarding the time spent in the proficiency program, to define the process for progression through the program and the process which results when employees fail to demonstrate proficiency.

Types of Apprentices and Training Period – There shall be a single class of apprentice, consisting of regular apprentices who shall demonstrate ability to become journeymen based on tested proficiency, as evaluated by BNSF.

Employees may be promoted to journeyman anytime during their apprenticeship, provided they pass all standardized proficiency tests, both written and practical, which will be uniformly administered. These tests shall be established by BNSF, and web-based testing shall be the preferred method for the written tests. Employees who are promoted to journeymen as a result of this agreement change will be paid 100% journeyman's pay upon their promotion to journeyman and will have their seniority assigned per the existing Apprentice Agreement, except that apprentices will not be given superior journeyman seniority dates over otherwise senior apprentices solely because of proficiency-related promotions.

### *Expected Completion*

BNSF and the IAMAW anticipate apprentices with backgrounds in the mechanical field will attain proficiency and gain journeyman status in 12-24 months of diligent effort, while recognizing those entering the apprenticeship without mechanical backgrounds might progress at a slower rate.

To accomplish this goal, the following is required of all apprentices:

1. All apprentices must attempt the Machinist Journeyman written proficiency exam within the first 12 months of their apprenticeship.
2. To ensure sufficient time to learn safety rules and practices, apprentices who complete Machinist Journeyman testing (written and practical) within six months of commencing their apprenticeship may remain assigned to a journeyman until reaching six months of service in the craft, at which time they will be placed on the Journeyman Seniority Roster. Apprentices who complete Machinist Journeyman testing within their first six months will receive the full journeyman's hourly rate of pay for the remainder of their apprenticeship.
3. An apprentice who fails the Machinist Journeyman written proficiency exam must wait at least three months to retake it, during which time s/he should undertake additional study, formal classes, or web-based training courses in needed areas, after discussing with the trainer what materials are available. A second attempt at the test must be undertaken by the time the apprentice attains 24 months of service and no later than every 6 months thereafter.
4. An apprentice who fails a second time must meet with the trainer and formulate a plan for formal classes and other study materials that are available in order to assist in addressing the areas where the apprentice may need specific training before subsequent retesting.

*24-month Review*

Since the apprenticeship is a maximum of 732 days, it is very important that the apprentice is aware of his/her progress after 24 months in the apprenticeship. Any apprentice who reaches 24 months of service without attaining proficiency will have his/her progress reviewed by the trainer, local management, representatives of the TTC, and the local committee to determine why s/he is not progressing in a timely manner ("24 month progress review"). Apprentices who have not shown progress in both written exam scores and ability to perform the proficiency task list will be receive an individual educational plan tailored to help them successfully complete the program.

If the progress review shows diligent efforts by the apprentice during the course of the apprenticeship to improve his/her test scores and proficiency, the trainer will closely monitor the apprentice's performance and promptly schedule any needed classes and appropriate job rotations, planning accordingly for the apprentice to successfully complete the apprenticeship. The trainer and apprentice are required to keep in close communication so that testing and training can be coordinated promptly.

If the progress review finds extenuating circumstances have delayed the apprentice's progress despite diligent efforts, the TTC may set a reasonable amount of time for the apprentice to complete the program. The trainer will notify the apprentice and work with him/her to develop an updated individual education plan to meet the deadline.

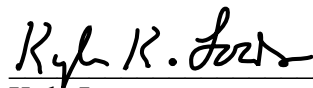
*Disqualification*

If an apprentice is deemed by local management, the TTC, the trainer, or the local committee to show insufficient aptitude or interest in learning the trade, the appropriate CMO and General Chairman will be notified and provided a copy of the employee's progress review (if available), as well as any subsequent efforts by the apprentice to qualify, so that the CMO and General Chairman may perform the final review. If the CMO and General Chairman determine from the final review that the apprentice has insufficient aptitude or interest to learn the trade, the employee will then be notified of their disqualification.

This Agreement shall be effective February 1, 2019.

FOR:

INTERNATIONAL ASSOCIATION OF  
OF MACHINISTS AND AEROSPACE  
WORKERS



Kyle Loos  
General Chairman – IAMAW

FOR:

THE BNSF RAILWAY COMPANY



Derek Cargill  
Director - Labor Relations