

AGREEMENT

BETWEEN

BURLINGTON NORTHERN AND SANTA FE RAILWAY COMPANY (BNSF)

AND

BROTHERHOOD OF RAILWAY CARMEN (BRC)
INTERNATIONAL ASSOCIATION OF MACHINISTS (IAM)
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS AND BLACKSMITHS (IBB)
SYSTEM COUNCIL 16, INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS (IBEW)
NATIONAL CONFERENCE OF FIREMEN & OILERS (NCFO/SEIU)
SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS (SMART)

This will memorialize our discussions regarding the process for the scheduling and administration of single day vacations. At the conclusion of our discussions, the parties agreed to implement the following agreement. It is understood and agreed that this pilot agreement only applies for single day vacations taken during the 2026 calendar year, and that it expires on December 31, 2026. Following the expiration of this agreement, the parties may mutually agree to extend this agreement for another year. If, at the expiration of the pilot agreement, the parties do not agree to extend the term of the agreement, the parties shall revert to the terms set forth in the single day vacation agreements in effect prior to the execution of the April 8, 2020, pilot agreement.

1. Any employee who is eligible for vacation may elect to split one (1) week or two (2) weeks of his or her vacation into single day vacations. As part of the initial vacation scheduling process which will occur in the fourth quarter of 2025, after full week vacations are scheduled, single day vacation requests will be scheduled based on seniority and subject to remaining allocations.
2. Following the initial vacation scheduling process for weeklong and single day vacations, employees may submit requests for single day vacations beginning in January 2026, and such requests will be prioritized on a first-come/first served basis, subject to remaining allocations.
3. Employees who split two weeks of vacation into single days must schedule at least one week (five days) no later than May 31, 2026 and must use at least one week (five days) no later than August 31, 2026.
4. Employees who split one week of vacation into single days must schedule at least three days no later than May 31, 2026 and must use at least three days no later than August 31, 2026.
5. If the required number of single day vacations are not scheduled by May 31, 2026, the local committee will work with management to have the required number of days scheduled for

the employee prior to August 31, 2026. If the required number of single day vacations are not used by August 31, 2026, the days will be cashed out with the second pay period of September, 2026.

6. Employees must use all single day vacations before October 31, 2026. If all single day vacations are not used by October 31, 2026, the unused days will be cashed out at the end of the year, unless days are scheduled for November and December with the approval of management.
7. Single day vacations must be requested as soon as the employee becomes aware of the need for leave, and no later than 72 hours in advance of the date requested. Requests made less than 72 hours in advance will be denied; however, supervisors retain the managerial discretion to approve requests made less than 72 hours in advance for emergencies or other compelling circumstances.
8. After single day vacations have been assigned they shall not be subject to reassignment to a senior employee.
9. The Carrier shall have the right to defer single-day vacation for emergencies or other compelling circumstances.
10. Employees who take single day vacations in accordance with the procedure set forth herein will be paid for such days in accordance with Article 7 of the National Vacation Agreement.

It is mutually understood and agreed that this Agreement was made due to the unique circumstances involved and is made without prejudice to either party's contentions concerning the application of Agreement rules and will not be referred to as a precedent by either party in any other case under any circumstances.

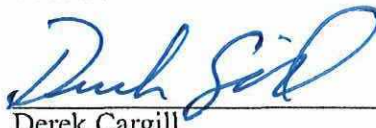
Signed on 9-12-, 2025.

FOR IBEW:



Jeff Allred
General Chairman
System Council 16 IBEW

FOR BNSF:

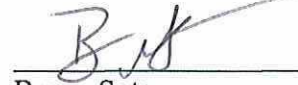


Derek Cargill
General Director Labor Relations

FOR IBB:

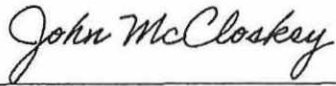


John Mansker
Director Railroad Lodge Services, IBB



Bruno Soto
AVP/CMO Mechanical Department

FOR SMART Mechanical:



John McCloskey
General Chairman, SMART Mechanical



Demond Dortch
AVP/CMO Mechanical Department

FOR NCFO:



Travis Prothro
Assistant Director of Railroads and
General Chairman, NCFO/SEIU



Edmundo Rodriguez
AVP/CMO Mechanical Department

FOR IAMAW:



Heath Jacobs
Lead General Chairman, IAMAW

FOR BRC:



Daniel Chancellor
National Representative, BRC