

**AGREEMENT  
BETWEEN  
BNSF RAILWAY COMPANY (BNSF)  
AND  
INTERNATIONAL ASSOCIATION OF  
MACHINISTS AND AEROSAPCE WORKERS (IAMAW)**

This agreement establishes Assistant Training Instructor positions for Mechanical Department employees represented by the International Association of Machinists and Aerospace Workers covered by the September 1, 2013 Collective Bargaining Agreement (Consolidated Agreement).

Effective May 7, 2017, this agreement establishes hourly-rated Assistant Training Instructor positions subject to the following conditions:

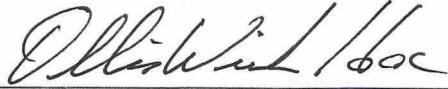
- (1) Assistant Training Instructor – An employee may be appointed or designated by BNSF to assist in designing and implementing training plans to meet the needs of employees in the machinist craft, scheduling and conducting training and testing, conducting performance evaluations and providing management with results, and taking other appropriate actions to ensure training accomplishes desired results for all machinists.
- (2) Assistant Training Instructor is an hourly-rated position, paying \$32.43 per hour (basic journeyman hourly rate plus 7.5%), subject to all future general wage increases and/COLAs, if applicable.
- (3) The workweek will be Monday through Friday with Saturday and Sunday rest days. However, it is understood that the workweek may vary at BNSF's discretion to meet training and operational needs. Work on rest days, holidays, and all overtime will be paid according to the rules of the applicable collective bargaining agreement. This position will require travel to train and evaluate machinists at other BNSF locations, as needed.
- (4) All candidates will be reviewed and jointly selected for appointment by the Chief Mechanical Officer and the IAMAW General Chairman. Assistant Training Instructor positions are exempt from the normal bid and bump provisions of the applicable collective bargaining agreement, but are not exempt from being furloughed in the event of a force reduction.
- (5) Applications will be accepted from any machinist who holds seniority at any point/district under the applicable collective bargaining agreement and who is currently performing machinist duties.

This Agreement may be cancelled by either party by the serving of a 30-day written notice on the other party.

It is mutually understood and agreed that this Agreement and its application is made without prejudice to either party's contentions concerning the application of the agreement rules and that this proposal, or its application or acceptance thereof, will not be referred to as a precedent by either party under any circumstances.

This Agreement shall be effective on May 7, 2017.

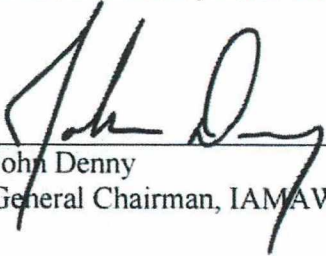
Agreed:



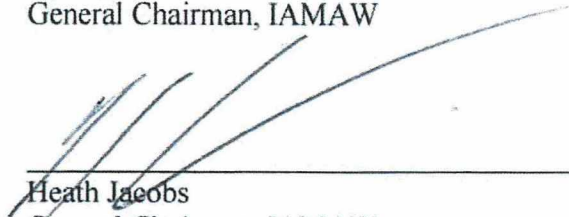
Ollie D. Wick  
General Director, Labor Relations



Kyle Loos  
General Chairman, IMAW



John Denny  
General Chairman, IMAW



Heath Jacobs  
General Chairman, IMAW