

**AGREEMENT BETWEEN
BNSF RAILWAY COMPANY
AND
THE INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS**

This Agreement between BNSF (BNSF or the Carrier) and the International Association of Machinists and Aerospace Workers (IAMAW) is intended to address the bulletined start and stop times of machinist leadman positions.

The parties agree that the bulletined start and stop times for machinist leadman positions may be staggered to start up to one hour before the start time of other craft employees at each location where leadman positions are bulletined.

It is mutually understood and agreed that this Agreement is specific to the unique nature of leadman positions, and that this Agreement and its application is made without prejudice to either party's contentions/positions 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, except in the enforcement of this Agreement.

This Agreement will become effective on March 6, 2023.

FOR BNSF Railway:

Derek Cargill

Derek Cargill
General Director, Labor Relations

**FOR International Association of Machinists
and Aerospace Workers:**

Kenneth Krause

Kenneth Krause
Lead General Chairman

On behalf of, and with agreement from the
following IAMAW General Chairmen:

John Denny, Juan Estrada, Jason Gibbs, Heath
Jacobs, Joshua Cox