

**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 parties' mutual interest in addressing the modernization of existing agreements through the use of electronic processes and in continuing discussions around a mutual interest to provide expedited processes for adjusting and deciding discipline claims and grievances resulting from an employee termination.

System Modernization

1. The parties agree to utilize electronic platforms for the claim and grievance handling, including those currently in use as well as future enhancements or platforms developed for claim and grievance handling. BNSF agrees to provide necessary training on the use of such systems, and the parties will work together on an appropriate implementation date.
2. The parties agree to utilize electronic platforms for all matters arising under the collective bargaining agreement, including but not limited to, employee notices, issuance of investigation notices, discipline letters, investigation transcripts and exhibits, and publication of bulletins and seniority rosters, etc. BNSF agrees to provide necessary training on the use of such systems, and the parties will work together on an appropriate implementation date.

Expediting Discipline

The parties have a mutual interest to provide an expedited process for adjusting and deciding discipline claims and grievances resulting from an employee termination. To that end, the parties agree to meet within the next 60 days to discuss potential agreement solutions, if any, for expediting such claims and grievances.

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, Joshua Cox, Jason
Gibbs, Heath Jacobs