



Derek A. Cargill  
General Director  
Labor Relations

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October 28, 2025

Mr. Heath Jacobs  
General Chairman, IAMAW  
2985 Sweetens Cove Rd.  
South Pittsburg, TN 37380  
**Via Electronic mail: [heath.jacobs@districtlodge19.com](mailto:heath.jacobs@districtlodge19.com)**

**Letter of Understanding: Belen 12-hour shift Implementation**

Dear Mr. Jacobs:

This will memorialize our agreement to implement 12-hour shifts at Belen, New Mexico. Further, in order to facilitate the implementation of 12-hour shifts, we've agreed that a Sadie Hawkins will be conducted locally to realign the workforce. Accordingly, there will not be a requirement to abolish and rebulletin positions part of the realignment. The parties will work together to resolve any issues associated with the Sadie Hawkins should they arise.

As set forth in the master 12-hour shift agreement between BNSF and IAMAW, the agreement to implement 12-hour shifts at Belen may be canceled by either party upon providing 45-day advance written notice. During the advance notice period, the parties will meet and attempt to resolve the issues involved.

If the foregoing accurately reflects your understanding of our agreement, please sign where indicated and return one copy to this office.

Sincerely,

Agreed for IAMAW:

  
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Derek A. Cargill  
General Director Labor Relations

  
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Heath Jacobs,  
General Chairman, IAMAW