



Dennis Pierce
General Chairman
BNSF(CB&Q/GN/NP/SP&S)-MRL

Austin Morrison
General Chairman
BNSF (C&S/CRI&P/FWD)

Pat Williams
General Chairman
BNSF (ATSF)-PHL

Rick Gibbons
General Chairman
BNSF (SLSF)-MNA

Brotherhood of Locomotive Engineers and Trainmen

IBT Rail Conference

ALL LOCAL CHAIRMEN
BNSF RAILWAY

October 5, 2007
File: Fuel MVP Card

Dear Sirs and Brothers:

Attached you will find a proposed agreement that would create the "Fuel MVP" program. The agreement provides incentive-based compensation for the locomotive engineers identified as the "top fuel savers" in each eligible pool or crew district. That compensation comes in the form of \$100.00 and \$50.00 fuel cards; however the value of the cards is considered compensation and will be grossed up and included on the annual W-2. The program measurements and distribution of the fuel cards will be managed by operations in Fort Worth.

All in all, the undersigned Chairmen feel that the attached agreement may be of interest to engineers young and old and we recommend that you give it strong consideration. Therefore, in accordance with **Section 41(b) – GENERAL COMMITTEE RULES OF THE BYLAWS of the BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN**, it is requested that the enclosed be discussed and acted on at the next regular (or a special) meeting of your Division. Please indicate on the enclosed ballot if you are "FOR" or "AGAINST" the proposal. If you have any questions concerning the proposed agreement, please contact your respective GCA Office to discuss the proposal. Each General Committee will be considering the proposal independently, so please make sure that your Division returns its ballot as soon as possible following the meeting. In any event, your ballot must be returned to your respective GCA Office on or before November 21, 2007, unless other arrangements are made.

Fraternally yours,

BLET General Chairman

BLET General Chairman

BLET General Chairman

BLET General Chairman

cc: Don Hahs, BLET National President
Steve Speagle, Assigned BLET National Vice President

October 5, 2007
File: Fuel MVP Card

BALLOT

HAVING BEEN APPRAISED OF THE FACTS REGARDING THE PROPOSED AGREEMENT BETWEEN THE BNSF RAILWAY CO. AND THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN MODIFYING THE EXISTING AGREEMENTS FROM THE FORMER COMPONENT ROAD(S) AND AFTER HAVING REVIEWED THE ENCLOSED MATERIAL;

I, AS LOCAL CHAIRMAN OF BLET. DIVISION NO. _____

AT _____, VOTE

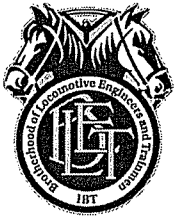
IN FAVOR OF THE PROPOSED AGREEMENT _____

AGAINST THE PROPOSED AGREEMENT _____

SIGNATURE

DATE

DATE BALLOT IS DUE: November 21, 2007



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Randy Luther
General Director, Labor Relations
BNSF Railway Company
PO Box 961030
Fort Worth, TX 76161-0030

October 3, 2007
Re: Fuel MVP

Dear Randy,

This letter is with regard to our recent discussions involving the initialed document concerning the proposed Fuel Card Agreement.

This is to inform you that all four BLET General Committees of Adjustment are in the process of forwarding this proposal to our respective divisions for the ratification process. In addition, we wish to inform you that we collectively agree to allow BNSF to implement this proposed agreement pending said ratification process as follows:

Fuel card incentives will be awarded in November based on fuel efficiency data for September and October for eligible crew districts/pools on the following subdivisions; Gallop, Clovis, Hereford, Panhandle, Seligman, Emporia, Staples, KO, Glasgow, Hiline, Milk River and Kootenai River.

Subsequently, we will notify you immediately following completion of the ratification process to declare if the result is approval or disapproval on each respective BLET Committee. In the event this ratification fails on any of the respective Committee's territories, the agreement will be abrogated immediately on that particular territory and involved locations/pools. Where the agreement is accepted, BNSF will advise of the timeline for system implementation.

Sincerely,

BLET General Chairman

BLET General Chairman

BLET General Chairman

BLET General Chairman

I concur:

General Director

MEMORANDUM OF AGREEMENT

Between

BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

And

BURLINGTON NORTHERN SANTA FE RAILWAY COMPANY

To recognize and reward fuel efficient train handling practices, the BNSF has developed a Fuel MVP program. Therefore, the parties agree to a new fuel savings incentive program for locomotive engineers.

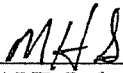
Each locomotive engineer who applies best practices on an eligible crew district to enhance fuel efficiency and reaches certain fuel efficiency benchmarks will receive a \$100 or \$50 fuel card for their personal use based on the following criteria:

1. These awards will be given each month in each eligible crew district / pool based on fuel efficiency performance for the two (2) previous months. All locomotive engineers operating in through freight service on an eligible crew district/pool will be enrolled in the Fuel MVP program.
2. To be eligible for a fuel card, locomotive engineers must be working on an eligible crew district/pool and complete a minimum of six (6) qualifying through freight runs on that designated crew district/pool during a sixty (60) day period. All through freight trains are eligible for the program. Fuel goals will be adjusted based on train type.
3. Engineers who rank in the top 10% for fuel efficiency on their qualifying crew seniority district/pool will receive a \$100 fuel card.

4. Engineers who rank in the top 20% for fuel efficiency on their qualifying crew seniority district/pool will receive a \$50 fuel card.
5. Both fuel card allowances are considered as income and will be grossed up for tax purposes.
6. This agreement is made on a non-prejudicial basis, and shall not be used or referred to as precedent for any other document or purpose.

This agreement to remain in effect until fifteen (15) days after one signatory party having served a notice of cancellation upon the other party.

Signed at Fort Worth, Texas this _____ day of _____, 2007.



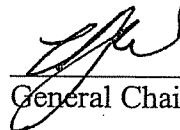
AVP Labor Relations



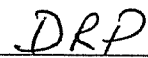
General Chairman BLET



General Chairman BLET



General Chairman BLET



General Chairman BLET