

THE ATCHISON, TOPEKA AND SANTA FE RAILWAY COMPANY

1700 East Golf Road
Schaumburg, Illinois 60173-5860



December 5, 1995

Mr. J. G. Bailey, General Chairman
United Transportation Union (CT&Y)
8100 Marty, Suite 100
Overland Park, Kansas 66204

Dear Sir:

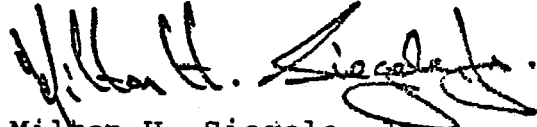
Over the last few days, we have discussed the situation where conductors and brakemen utilize their Eastern Lines seniority to go to another seniority district. In certain cases, the superintendents have required these employees to make varying numbers of familiarization trips over the new territory, without compensation. In our last conversation, I told you that the following guidelines will control how we handle these situations in the future on a without prejudice basis:

1. Labor Relations will inform the superintendents that in most situations, no familiarization trips should be required when conductors or brakemen utilize their Eastern Lines seniority to go to another seniority district on the Eastern Lines.
2. If, in the opinion of the superintendent, one or more familiarization trips are necessary, the superintendent may require the employee to make one or more familiarization trips. If one or more familiarization trips are required, the employee will be compensated as if he or she had worked as a brakeman.
3. If the superintendent determines that no familiarization trips are necessary but the employee (conductor or brakeman) wants to make one or more familiarization trips, the employee will be allowed to make familiarization trips without any compensation.

As for those employees who are currently making familiarization trips at the direction of the superintendents, those employees will be paid as if they had worked as a brakeman.

If you agree that this document accurately reflects our discussions, no response is necessary.

Yours truly,


Milton H. Siegele, Jr.
Director - Labor Relations

cc: Former Eastern-Western Lines Superintendents
George Smallwood
Marka Hughes
Bill McGinn
Maggie Prellwitz
Wendell Bell
Richard Salay
Kem Lunn