

IMPLEMENTING AGREEMENT No. 8

between

BURLINGTON NORTHERN SANTA FE RAILWAY Co.

and

UNITED TRANSPORTATION UNION

The purpose of this agreement is to provide for expedited changes in services, facilities, operations, seniority districts and existing collective bargaining agreements to effectuate the common control approved by the I. C. C. in Finance Docket No. 32549. The purpose is also to enable the company to be created by consummation of the merger proposed in that Finance Docket to be immediately operated in the most efficient manner as one completely integrated railroad.

IT IS AGREED:

Article 1 - Elimination of Duplicative Service in St. Joseph Area

Section 1.

The AT&SF local assignment performing switching in the St. Joseph, Missouri area will be abolished, and the traffic handled by this assignment will, instead, be handled in existing BN service.

Section 2.

Any employees who are adversely affected as a result of the job abolishment set forth above will be entitled to displacement and/or dismissal allowances as set forth in Articles 5, 6 and 11 of the *New York Dock Conditions*.

Article 2 - General

Section 1.

All pre-existing agreements that conflict with the term of this agreement are superseded to the extent of the conflict.

B. This implementing agreement is made pursuant to the New York Dock Conditions (Finance Docket No. 28250) which, by this reference, are incorporated here.

C. Nothing in this implementing agreement shall be interpreted to expand or contract protective benefits provided in the New York Dock Conditions imposed by the Interstate Commerce Commission and incorporated here by paragraph B of this section.

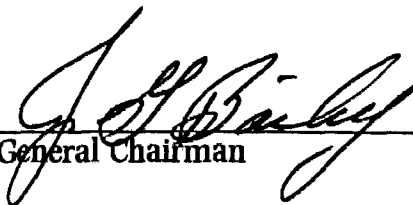
Section 2.

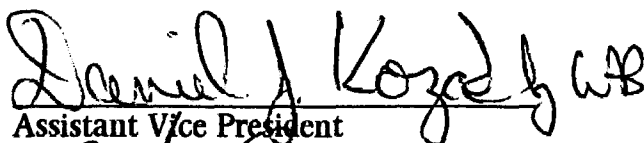
This agreement will become effective not less than 10 days after it is executed by the parties, and may later be changed by mutual agreement or in accord with applicable law.

Signed and accepted at FT Worth TX this 1st day of March, 1996

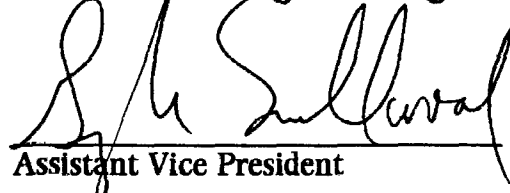
for UNITED TRANSPORTATION  
UNION

for BURLINGTON NORTHERN RR.  
ATCHISON, TOPEKA &  
SANTA FE Ry.  
SANTA FE Ry.

  
General Chairman

  
Assistant Vice President

  
General Chairman

  
Assistant Vice President

\_\_\_\_\_  
General Chairman

*Paul C. Thompson*  
\_\_\_\_\_  
Vice President

*AMH*  
\_\_\_\_\_  
Vice President  
*James Walker*  
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Vice President

*Wendell Bell*  
\_\_\_\_\_  
Director - Labor Relations

*Milton H. Seigels*  
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Director - Labor Relations

*[Signature]*  
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Director - Labor Relations