



Chris A. Roberts
Regional Vice President
South Operations

BNSF Railway Company
P.O. Box 961034
Fort Worth, Texas 76161-0034
2600 Lou Menk Drive
Fort Worth, Texas 76161-2830
817-352-1255
817-352-7145
chris.roberts@bnsf.com

August 12, 2005

W. E. Young
General Chairman
UTU Coastlines
12465 Mills Ave., Ste. B 5
Chino, CA 91710

Mr. Young:

Please reference your letter of July 28, 2005 to Vice President M. D. Dealy concerning your protests of the new "wooden and rigid" policy that has been placed into effect regarding application of employees off sick under BNSF's attendance guidelines policy. This is not a new policy and the memo was sent to operations personnel to clarify application where there were some inconsistencies in handling under the policy.

The expectation of full time employment and application of the attendance guidelines does not automatically excuse employees for sick time. As long as the employee does not show a pattern of time off for sickness then no further handling is necessary as outlined in item (1) of the memo. If, however, the employee shows a pattern, then handling under the attendance guidelines process is warranted as indicated in item (2) of the memo. BNSF does not prefer a person who is sick to report to work in lieu of seeking medical attention. Employees who have chronic sickness or sickness in family should apply for FMLA (Family Medical Leave Act) which, time off under it's provisions does not apply as violations of the attendance guidelines policy.

If you would like to meet, please contact my office to schedule a date.

Sincerely,

A handwritten signature in cursive script that reads "Chris A. Roberts".

Chris A Roberts
Regional Vice President South Operations

cc: Dave Dealy
John Fleps
Michael Shircliff
Gene Shire