

December 16, 2003

#14

Mr. Don M. Hahs  
President  
Brotherhood of Locomotive Engineers  
1370 Ontario Street  
Cleveland, Ohio 44113-1702

Dear Mr. Hahs:

This confirms our understanding with respect to our Agreement of this date.

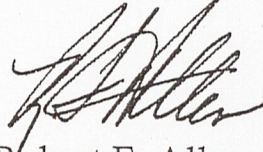
During our negotiations the Organization expressed concern that engineers who expire under the Hours of Service Act be transported in a timely manner to the destination terminal.

The parties recognize the interests of the railroads and their engineers are best served when a train reaches the destination terminal within the hours of service set by law. This will confirm the advice given to you that when an engineer ties up under the Hours of Service Act before reaching the destination terminal, the carriers will make reasonable efforts to relieve and expeditiously transport such engineer to the tie-up point.

In the event the Organization finds that this commitment is not being fulfilled at a particular location, the appropriate BLE General Chairman shall promptly contact the appropriate Director of Labor Relations ("DLR"), in writing, stating the reasons or circumstances involved. The DLR will promptly schedule a conference between the parties to discuss the matter and seek a resolution. The conference will include the appropriate representatives of the Organization and the carrier.

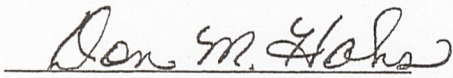
Please acknowledge your agreement by signing your name in the space provided below.

Very truly yours,



Robert F. Allen

I agree:



Don M. Hahs