

**Memorandum of agreement  
Between the  
BNSF Railway  
and the  
SMART – Transportation Division (Coast Lines)**

A guaranteed Combination Extra Board (conductor/brakeman) may be established in Barstow, CA to perform service out of Barstow on the Needles Subdivision pursuant to the following conditions. This board will be known as the Barstow Combination Extra Board and will be governed by the following conditions:

1. This board may protect short turnaround service (STAS) and provide hours of service relief (HOSR) for westbound trains in the Needles Short Pool as well as for Locals/Road Switchers on the Needles Subdivision.
  - 1.1 This Combination Extra Board shall be maintained at a sufficient manpower level to cover all the vacancies listed herein. BNSF will determine the manpower requirements of this Extra Board with the understanding that the Combination Extra Board will have a minimum of three (3) positions at all times. In the event BNSF determines the extra board is not utilized sufficiently enough to support a minimum of three (3) positions, the parties will discuss reducing the minimum number of positions prior to reducing.
  - 1.2 In the event the Combination Extra Board is exhausted, the first out rested Needles Short Pool turn at Barstow may be used to protect short turns and HOSR relief of Westbound Short Pools. If there are no available Short Pool turns at Barstow, or if BNSF determines that using such crew will negatively impact operations at Barstow, the Needles Combination Extra Board may be used.
  - 1.3 The parties do not intend to augment this Combination Extra Board as provided under Paragraph 1.2 on a regular basis.
  - 1.4 This Combination Extra Board may protect Barstow yard vacancies in the event the Barstow Switchman's Extra Board is exhausted. When the Combination Extra Board protects Barstow yard vacancies, compensation will be paid over and above guarantee. The Barstow Switchman's Extra Board (Board 8) will not be used to protect vacancies on the Combination Extra Board nor will BNSF be permitted to force employees from the Barstow Switchman's Extra Board to the Combination Extra Board.
2. The limits for this combination extra board will be from and including Barstow, CA (including any location within the agreed to extended GSL's) to and including Cadiz, CA (MP 647.1).
3. This Combination Extra Board will be paid at the current Needles Combination Extra Board rate (\$413.09 per day or \$6196.42 per pay half), subject to offset in the same manner as though it were established pursuant to the conditions of the applicable Crew Consist Agreement.
4. Vacancies on this Combination Extra Board will be filled in accordance with existing agreements.

5. If an employee is force assigned to this Combination Extra Board and the employee reports for duty within 24-hours of force assignment, they will be provided five (5) days lodging at the designated carrier lodging facility in Barstow, CA so long as their primary residence is beyond a 30-mile radius from Barstow, CA.

Except as specifically provided herein, nothing contained in this agreement shall be construed as modifying, amending, or superseding any of the provisions of existing Collective Bargaining Agreements between the SMART-TD and the BNSF Railway.

This Agreement will become effective on \_\_\_\_\_, 2023 and may be cancelled by either Party by serving fifteen (15) days' written notice.

For BNSF:

For SMART-TD:



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S. Macedonio  
AVP  
BNSF Labor Relations



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Rich O'Connell  
General Chairman  
SMART-TD Former ATSF Coastlines



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M. Beasley Coke  
General Director  
BNSF Labor Relations

## Q and A

Q1) What method will the Carrier use to determine the manpower requirements of this Extra Board?

A1) If the manpower is not keeping up with the work load the GM and GC will meet to make adjustments.

Q2) In the event the Needles Short Pool turn(s) are used to protect short turns or HOSL relief, will they be placed back in the hotel upon tie-up?

A2) No, they will be deadheaded home.

Q3) How will employees called from a Needles Short Pool turn, to protect short turnaround service and HOSL relief, when this board is exhausted, be compensated?

A3) Employees will be paid actual miles run (with a minimum of a basic day) for the HOSL relief service or short turnaround service, to be paid separate and apart from their trip rate for the deadhead to the home terminal.

Q4) In the event an employee is used off the Needles Combination Extra Board to protect short turns and HOSL relief of Westbound Short Pools, will they deadhead back to Needles upon tie-up?

A5) Yes.

Q5) How will employees called from the Needles Combination Extra Board to protect short turn around service and HOSL relief, when this board is exhausted, be compensated?

A5) Employees will be paid actual miles run (with a minimum of a basic day)

Q6) In the event the Barstow Switchman's Extra Board is exhausted, will the Carrier canvas the yard, using existing agreements, to protect Barstow Yard vacancies before calling off the Barstow Combination Board?

A6) Yes, as required by current agreements.

Q7) Can a crew called off the Barstow Combination Board take a train westbound into the GSL's on the Cajon and Mojave Sub?

A7) Yes.

Q8) Will employees working the Barstow Combination Board fall under the existing "Smart Rest" Agreement that is used for all other Needles Boards?

A8) Yes.