



Brant W. Hanquist
Director

May 24, 2013

Mr. Dennis Albers
General Chairman BMWED
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Mr. Larry Foster
General Chairman BMWED
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General Chairman BMWED
17113 Nightingale Place
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General Chairman BMWED
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100 East Sage Street
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Gentlemen:

This letter is in reference to Appendix 15 of the Agreement effective January 1, 2011 (MP BMWED) and Appendix N of the Agreement effective October 1, 1731, last revised on December 31, 2003 (SPWL BMWED), commonly known as the El Paso Terminal Agreement. Recently, the parties discussed the agreements current status and what changes were required in order to keep it viable for the Carrier and their employees.

Therefore, the following amendments to the El Paso Terminal Agreement were agreed:

1. Section 3 is amended to allow for the Carrier to maintain as closely as possible a ratio of 50% MoPac (MP) and 50% PacFed (SPWL) employees. This ratio will not be subject to any classification restrictions and there will not be a requirement to maintain any specific positions identified in Sections 3, 5 and 8.
2. Section 7 is amended to allow for appropriate MP "zone" gangs to work within the terminal limits. It is also recognized that UP "consolidated" system gangs are included within the "system maintenance" definition of the section.
3. Section 10, which allows for either party to cancel this agreement with a ten (10) day notice, is eliminated.

4. SPWL BMWED track inspectors may work throughout the El Paso Terminal. Non-BMWED track inspectors will be limited to working within the MP BMWED seniority territory and must stay East of Mile Post 827.0 on the Valentine Subdivision. Track Inspectors will not be measured as part of the 50% (SPWL BMWED) 50% (MP BMWED) ratio.

Please indicate your agreement by signing and returning one original copy of this letter to me.

Sincerely,

B.W. Hargus

AGREED:

Dennis R. Albers

General Chairman

Larry L Foster

General Chairman

Al Granier

General Chairman

Thomas J. Curtis

General Chairman

Louis R. Bell

General Chairman

APPROVED:

David J. Zimmerman

Vice President

R.D. Smith

Vice President