

2009 Military Initiatives

The follow information provides information about the new military initiatives at BNSF. The information provided includes:

- Background information
- Date the program was initiated/expected date of initiation
- Honoree(s)
- Details

We appreciate any assistance your teams can provide to communicate about these military recognition programs with your union membership.

Patriot Award awareness program

- Program began Oct. 1, 2009
- *Employer Support of the Guard and Reserve* (ESGR) sponsored recognition and reward program
- Available to employees who are members of the National Guard and Reserve
- Goal: Formally recognize supervisors who support service-member employees by going above and beyond normal requirements.
- Once an employee who is serving in the Global War on Terrorism returns to work, he/she initiates an award for his/her supervisor's support.
- Simple, timely, Web-based nomination process via the ESGR Web site: <http://esgr.org/forms.asp?p=patriot>
- A message about this program is provided to employees returning from a Military Leave of Absence in their "Welcome Back" packages.

Blue Star Banner and Gold Star Banner recognition program



- Program began Oct. 22, 2009.
- This program is widely recognized by the military community.
- Blue star banner – represents hope, pride and support of the deployed service member.

- Gold star banner – represents condolences for those who lost their lives while serving.
- Meaningful symbol of BNSF’s support for service and sacrifice of our employees in harm’s way.
- BNSF delivers one banner to the deployed service member’s family and one to the military personnel’s supervisor (to display at the employee’s work location while deployed and removed when his/she returns) for those serving in Operation Iraqi Freedom, Operation Enduring Freedom or Operation Noble Eagle (each is considered part of the Global War on Terrorism).
- Recognition package includes: banner and message from the employee’s department vice president.

Veterans Day recognition program

- Program began Oct. 28, 2009.
- A lapel pin (pictured right) and a letter from Matt Rose sent to the home of each veteran in observance of Veterans Day.
- Lapel pin will only be sent the first year of the program.
- A newly-hired veteran will receive his/her pin in the New Hire Packet.
- Each veteran will receive a letter from Matt Rose annually.



Veteran status update program

- Rollout date to be determined, pending software upgrade.
- Communication campaign aimed at BNSF veteran employees; encouraging them to review and update their veteran status in the personnel system
- BNSF veteran employees: Today approximately 6,500 BNSF employees are cited as “veterans” in their personnel files (about 16% of the workforce); Human Resources estimates between 2,000 and 4,000 employees have not updated their personnel records to show their status as “veteran.”
- Why should employees update their veteran status?
 - Raise awareness of benefits such as the G.I. Bill, military leave of absence
 - Include veterans in local BNSF community events
 - Annual Veterans Day recognition
- Communication Plan: Railway Magazine, BNSF-TV, Labor Relations intranet site, BNSF News, division newsletters, current veteran-employees to spread the word

Due to the recent roll out of the Vet recognition program (Matt’s letter and lapel pin), a vast quantity of non-updated Vets are inquiring about how they can update and receive their letters and pins. We will communicate how veteran employees can accomplish this with a BNSF News and short BNSF-TV message (see Andrea Scott for details).

How can you update your veteran status in the BNSF Employee Self Service?

Go to the BNSF intranet site of the employee portal, click on:

- "Employee," in the upper left corner
- In the "personal Information" window click "Additional personal Data"
- Locate and click the yellow "Edit" button to update your Veteran Status
- Click "Review" then "Save"

If you need assistance, please contact John Wesley at 817.352.6228