

Michael J. Reedy
General Chairman

Jerry L. Kalbfell
Vice General Chairman

International Association of Sheet Metal, Air, Rail and Transportation Workers



Transportation Division

307 W. Layton Avenue
Milwaukee, WI 53207
414-489-3700
FAX 414-489-3705

General Committee of Adjustment
Union Pacific Railroad Company
(Former C&NW Railway Co.)

January 28, 2016
(U-7-16)

Mr. Bob Zednichek
Local Chairman, L-17
2007 Catalina Place
Marshalltown, IA 50158

Mr. Steve Harding
Local Chairman, L-228
260 34th Avenue
Marion, IA 52302

Mr. Eric Darland
Local Chairman, L-306B
1916 N. Wright Avenue
Eagle Grove, IA 50533

Mr. Kurt Christensen
Local Chairman, L-306C
1008 S 9th Place
Clear Lake, IA 50428

Mr. Scott Neofotist
Local Chairman, L-316
130 Colony Drive
Davenport, IA 52806

Mr. Darin Smith
Local Chairman, L-329
608 8th Avenue
Slater, IA 50244

Mr. Eric Varvel
Local Chairman, L-867R
4797 E 38th Street
Des Moines, IA 50317

Mr. Jon Todhunter
Local Chairman, L-867Y
1006 E. Diehl Avenue
Des Moines, IA 50315

Dear Sirs and Brothers:

Enclosed find signed copy of the Memorandum of Understanding regarding Advance Scheduling of Vacations and PL Days for your records. The ballot tabulations are as follows:

<u>Local</u>	<u>Chairman</u>	<u>Accept</u>	<u>Reject</u>	<u>Not Returned</u>
17	Bob Zednichek	X		
228	Steve Harding			X
306B	Eric Darland	X		
306C	Kurt Christensen	X		
316	Scott Neofotist	X		
329	Darin Smith	X		
867R	Eric Varvel	X		
867Y	Jon Todhunter	X		
		<u>7</u>	<u>0</u>	<u>1</u>

I would like to thank all of the Local Chairpersons for their careful consideration of this matter.

Fraternally,


Michael J. Reedy
General Chairman, G.C.A.

MJR:jg

**MEMORANDUM OF UNDERSTANDING
BETWEEN
UNION PACIFIC RAILROAD
And the
SMART-TD**

Recently the parties met to discuss the viability of a pilot program that would allow train service employees working in the Midwest Seniority locations to schedule paid personal leave days (PLD) and/or single vacation days (SVD) in advance.

During our discussions it was recognized Crew Management has put in place programming designed to assist in the pre-scheduling. This programming is still in its developmental stages with enhancements and modifications that will remain on-going during any pilot phase with your respective Committee.

With this understanding, the parties have agreed to a pilot not to exceed (180) days (unless by mutual consent) beginning on February 12, 2016. Crew Management will be responsible for coordination and communication with the Local Committees beginning on January 29, 2016. The pilot will encompass the following all locations/assignments on the Midwest seniority district.

This pilot will operate under the current parameters set forth by Crew Management to include the following:

- 1) Employees may take up to (6) consecutive days of paid personal leave and/or paid single vacation days. Requests will be approved on a first come/first serve basis manpower needs permitting.
- 2) Personal Leave and/or Single Vacation Day advance requests may be made between (48) hours and 120 days (rolling period) in advance of the day(s) requested.
- 3) Cancellation of pre-approved days must be made no later than (72) hours ahead of the scheduled day(s).
- 4) Once approved, the scheduled day(s) must be taken. The employee will be required to "activate" the personal leave and/or single vacation day on the day it is scheduled. An employee who fails to "activate" the approved day(s) may no longer be permitted to participate in the pilot project.

NOTE 1: An employee may advance or defer the start of his/her approved day(s) by (16) hours to accommodate a change in work schedule.



It is further understood no time claims will be filed or progressed regarding any aspect of the pre-approved layoff process, nor will the Carrier be subject to any liability in connection with this pilot project. Should an issue of concern or dispute arise regarding this pilot project, the matter will be addressed promptly between the General Director Crew Management (or her designee), the Director Labor Relations, and the General Chairman.

This pilot may be cancelled by either party with thirty (30) days advance written notice. If such notice is served by either the General Committee or by the Carrier, the involved parties will meet prior to the effective cancellation date and attempt to resolve any issues/disputes that led to the cancellation notice. Any remaining days requested and approved at the time of the cancellation will be honored. Requests will not be accepted after a notice of cancellation has been served. The parties further commit to work together to process and handle any remaining pre-approved days with the least amount of disruption to service and manpower needs.

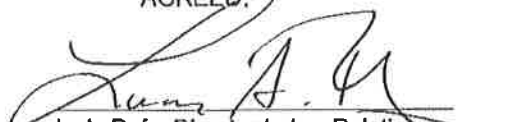
If this adequately reflects our understanding of the pilot project involving the pre-approval and scheduling of paid personal leave and single vacation days, please indicate your concurrence in the space indicated below.

AGREED:


M.J. Reedy - General Chairman
MPUL SMART-TD

Dated: January 26, 2016

AGREED:


L. A. Ruf - Director Labor Relations
UPRR

Side Letter #1

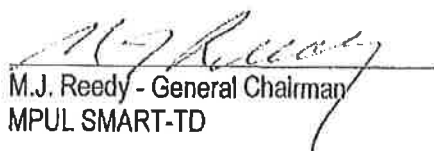
January 26, 2016

Mr. M.J. Reedy
General Chairman- SMART/TD
307 W. Layton
Milwaukee, WI 53207

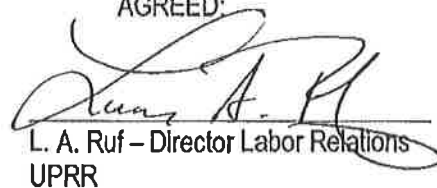
Dear Sir:

The Memorandum of Understanding on the Western 6/Midwest Seniority Districts providing for the advance scheduling of personal leave and/or single day vacations provides that the employee may cancel the pre-approved day(s) no later than 72 hours prior to scheduled start. This letter affirms our understanding that pre-approved days shall not be cancelled by CMS, local management, or anyone other than the employee who has scheduled the days.

AGREED:


M.J. Reedy - General Chairman
MPUL SMART-TD

AGREED:


L. A. Ruf - Director Labor Relations
UPRR