

MEMORANDUM OF AGREEMENT
between the
UNION PACIFIC RAILROAD COMPANY
and
UNITED TRANSPORTATION UNION
(For the former C&NW Lines Territory – Eastern 1 and
Midwest Seniority Districts)

**Modification of rules involving the bulletining of assignments for
ground service employees**

Any rule or agreement governing bulletining/bidding permanent road assignments contained in the C&NW/CMO/CGW/M&StL and United Transportation Union Agreements are hereby modified as follows:

Article 1:

Trainmen will be required to electronically submit an application to CMS designating his/her first, second, third, etc., preference of assignment(s).

- 1) Terminal of Assignment
- 2) Specific CMS Pool or Board and position
- 3) CMS ID of local, road switcher, or other assignment(s)

Article 2:

- A. Except for newly established assignments, all other permanent vacancies that occur shall be filled by the senior trainman with an application on file with CMS.

Example 1: A crew is added to an existing pool; the vacancy will be filled by application.

Example 2: An extra board is increased; the senior employee with an application on file will be assigned.

- B. The vacancy will be promptly awarded to the senior applicant on file at the time the vacancy becomes known.

- C. Once an application is honored and the employee is assigned to a position of his/her choice, such application and lower preference applications will be removed from the employee's requests to CMS. All higher preference applications will remain on file with CMS.
- D. Each six (6) months on January 31 and July 31, all applications will be purged and employees will resubmit their bids in accordance with Article 1 above.
- E. Once an assignment is made pursuant to this agreement through the employee's application, the employee will not be allowed to rescind their application for that assignment.

Article 3:

- A. Newly established assignments will be advertised for a period of 5-days.

Example 1: An assigned local is added at a terminal. This new assignment will be advertised for a period of 5-days.

Example 2: A brakeman's position is added to an existing conductor only road switcher. This new brakeman assignment will be advertised for a period of 5-days.

- B. Bids must be submitted no later than 8:00 a.m. the last day of the bulletin, and the senior applicant shall be assigned by 12:01 p.m. that day.
- C. All resulting vacancies will be filled by applications on file in CMS.
- D. Employees having displacement rights will be allowed to exercise seniority onto a new assignment pending bulletin and will be considered as having placed a bid for the assignment.

Article 4:

- A. If a position cannot be filled by application under this agreement, the most junior employee at the location who is either in displaced status

in excess of 48-hours or assigned to the protecting extra board, will be assigned to the position.

- B. If a junior employee subsequently marks up at the terminal or is assigned to the protecting extra board, the employee so force assigned may request within five (5) days to relinquish his/her assignment and acquire the position of the junior employee. The junior employee will then be force assigned to the position that was relinquished.

Article 5:

If there are insufficient applications for an increase on an extra board, the most junior employee(s) at the closest extra board location, where there is a surplus, will be force assigned to the position. In determining the closest location, rail miles will be utilized.

Article 6:

In the event the provisions of any other agreements, understandings or practices conflict with this agreement, the provisions of this agreement shall prevail and apply.

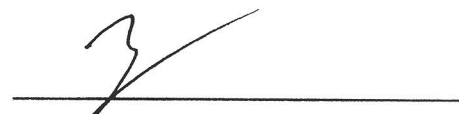
This agreement does not nullify or alter any existing schedule rules or agreements except those specifically addressed in this document.

Article 7:

This memorandum of agreement may be cancelled by either party serving a sixty (60) day written notice upon the other party. During the intervening time or as mutually agreed, the parties will meet to discuss the causes or the cancellation notice in an effort to resolve those issues and avoid termination of the Agreement.

Signed this 9 day of September 2010.


M.J. Reedy
General Chairman – UTU


T. Gary Taggart
Director – Labor Relations

UNION PACIFIC RAILROAD COMPANY

Gary Taggart
Director – Labor
Relations



BUILDING AMERICA

1400 Douglas Street
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September 9, 2010

Side Letter #1

MR. M.J. REEDY
GENERAL CHAIRMAN – UTU
307 W. LAYTON AVE.
MILWAUKEE, WI 53207

Dear Sir:

In regard to the Memorandum of Agreement signed this date applicable on the Eastern 1 and Midwest Seniority Districts, Modification of rules involving the bulletin of assignments for ground service employees, it is agreed:

Article 3B: Bids must be submitted no later than 8:00 a.m. the last day of the bulletin, and the senior applicant shall be assigned and effective at 12:01 p.m.

Sincerely,

J.G. Taggart
Director – Labor Relations

Agreed:

Mike Reedy
United Transportation Union

UNION PACIFIC RAILROAD COMPANY

Gary Taggart
Director – Labor
Relations



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Side Letter #2

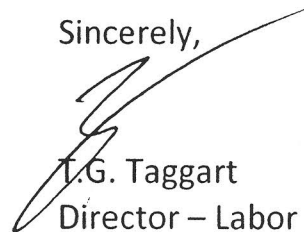
MR. M.J. REEDY
GENERAL CHAIRMAN – UTU
307 W. LAYTON AVE.
MILWAUKEE, WI 53207

Dear Sir:

In regard to the Memorandum of Agreement signed this date applicable on the Eastern 1 and Midwest Seniority Districts, Modification of rules involving the bulletin of assignments for ground service employees, it is agreed:

Article 4A: In Chicago, where commuter and freight extra boards are in effect, the "...junior employee assigned to the protecting extra board" will be the junior qualified employee assigned to either a freight or commuter extra board.

Sincerely,



T.G. Taggart
Director – Labor Relations

Agreed:



Mike Reedy
United Transportation Union