



January 7, 2020

via email only

Mr Thomas Lischer
VP HDC & Network Ops
Union Pacific Railroad Co
1400 Douglas Street, Rm 1180
Omaha, NE 68179

Dear Mr Lischer:

This is in response to our review of the Carrier's proposed attendance policy, which was provided to each of the undersigned on February 5, 2020. We have collectively reviewed the policy and find that it conflicts with each of our Collective Bargaining Agreements.

The undersigned adamantly disagrees with this proposed policy as written. We strongly urge the Carrier not implement the new attendance policy until we can meet to address and resolve our concerns and objections. We all plan to attend the General Chairman's Forum meeting on April 14, 2020, and suggest that a meeting be scheduled to discuss this important matter.

Sincerely,

Roy E Davis

Roy E Davis
General Chairman

Luke V Edington

Luke V Edington
General Chairman

J. Scott Chelette

J. Scott Chelette
General Chairman

Gary W. Crest

Gary W Crest
General Chairman

Terry L Dixon

Terry L Dixon
General Chairman

Jerry L Kalbfell

Jerry L Kalbfell
General Chairman