

L V Edington, Gen Chairman
I T Reynolds, Assoc Gen Chrm
K D Christensen, Assoc Gen Chrm
Z D Nagy, Sr Vice Chrm

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



Transportation Division

Consolidated General Committee of Adjustment

*Union Pacific Railroad Company
(Eastern & Northwest Districts, former CNW Railway Co)
Kyle Railroad, Nebraska Central Railroad,
Portland Terminal Railroad & Wichita Terminal Assoc*

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October 12, 2021

via email only

*Local Chairpersons;
Lodge Presidents;
Lodge Secretary/Treasurers
Union Pacific Railroad
General Committee 953*

RE: COVID 19 Vaccine Mandate

Dear Sisters and Brothers:

This is in reference to the vaccine mandate directive issued by Carrier to all employees on October 11, 2021. Over the past several days this office has received many calls and concerns from officers and members across our Committee. The purpose of this letter is to clarify the General Committee's role in this dispute.

The General Committee holds authority to negotiate and enforce collective bargaining agreements and related issues. The Committee cannot enforce or interpret laws or other legal or constitutional matters. Regardless, Carrier's actions are viewed as a change in working conditions and this Committee will defend our member's rights under the agreements to the fullest extent of our authority.

This position was conveyed to Labor Relations in a letter earlier today. In that letter, this Committee, as well as most other General Committees on Carrier's properties, demanded that Carrier cease and desist from its current action against the membership. We also demanded that changes of this nature be negotiated between the parties and until such time, the status quo must be maintained. Carrier's response will be forwarded when it is received.

For your files and reference, the General Committees' correspondence to Union Pacific Railroad is attached, along with President Ferguson's letter and position on the mandate (which was also sent via email to each of you earlier today).

Fraternally

A handwritten signature in black ink, appearing to read "Luke Edington". The signature is written in a cursive, flowing style.

Luke Edington
General Chairman