



**BUILDING AMERICA®**

October 15, 2021

Gentlemen:

I am writing in response to your October 12, 2021, and follow-up letter of October 14, 2021, concerning COVID-19 vaccine mandates. As you are aware, President Biden issued Executive Order 14042, Ensuring Adequate COVID Safety Protocols for Federal Contractors, on September 9, 2021. Executive Order 14042 requires federal contractors and subcontractors to follow COVID-19 protocols established by The Safer Federal Workforce Task Force (Task Force). On September 24, the Task Force issued *COVID-19 Workplace Safety: Guidance for Federal Contractors and Subcontractors* (Guidance). The Guidance requires employees of federal contractors and subcontractors to be fully vaccinated by December 8, 2021, unless they are legally entitled to an accommodation.

Union Pacific has a long and proud history serving the United States government. Union Pacific is and will continue to be a government contractor by contracting with, among other agencies, the Departments of Defense and Energy. Additionally, Union Pacific serves numerous clients that contract with the federal government, imposing federal subcontract obligations on us as well. Accordingly, Union Pacific will endeavor to comply with our legal obligations under Executive Order 14042. We expect full support and cooperation of the unions, including the SMART-TD, that represent our employees.

To the extent you have any concerns about the vaccine mandate, we encourage you to raise them with your Union's General Council and National Leadership along with your representatives in Washington, D.C.

Information about our compliance with Executive Order 14042 and the Guidance has been presented to our employees by various communication means on October 11th with further updates as more is known.

I look forward to your ministrations as we continue to remediate the effects of [COVID-19](#) on our workforce.

Sincerely,

Rod Doerr  
VP Labor Relations  
Union Pacific Railroad