

# MEMORANDUM OF AGREEMENT

Between the

**UNION PACIFIC RAILROAD**

And the

**International Association of Sheet Metal, Air, Rail and Transportation Workers -  
Transportation Division  
(SMART-TD)**

**Midwest Seniority District**

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## **Work/Rest Schedule – Firemen in Training**

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The parties have agreed to pilot a temporary work/rest schedule for employees assigned as Firemen in Training (FIT) the Midwest seniority district for a period of ninety (90) days. It is agreed:

### **Article I: Eligibility**

- A. An employee eligible to extend his/her undisturbed rest (UDR) must be assigned as a Firemen in Training for the duration of the consecutive start period identified herein.
- B. An employee must be at his/her assigned home terminal and protecting his/her Firemen in Training (FIT) assignment at the time of eligibility to extend rest.
- C. An employee assigned as a Firemen in Training (FIT) must have completed a minimum of four (4) or five (5) consecutive starts. Starts are defined by the Rail Safety Improvement Act (RSIA).

### **Article II: Application**

- A. An employee, after meeting the criteria set forth in Article 1 above, will have the option of extending his/her rest for a combined total of 22 ½ hours.
- B. The voluntary election to extend rest must be made by the employee at the time of tie-up from his/her fourth or fifth consecutive start. There will be no manual intervention/steps taken by Crew Management.
- C. During the extended rest period, the employees position/turn will continue to rotate up the board. Should it reach first out, the position/turn will be held, and will be subject to call at the expiration of the rest period.
- D. When an employee completes their fourth or fifth trip/tour of duty at other than the home terminal, the employee will work to their home terminal and then the optional rest period will begin.

**Article III: Guarantee Provisions**

- A. Firemen in Training (FIT) assigned to a guaranteed training board extending his/her rest and who has no other non-compensated layoffs of any kind will not offset extra board guarantee.
- B. Time unavailable during a pay period pursuant to the 2008 Rail Safety Improvement Act (RSIA) will continue to count towards offset guarantee but will not count as an occurrence or computation of hours towards forfeiture.

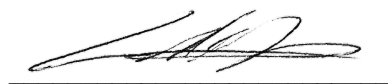
**Article IV: General Provisions**

- A. Except as specifically set forth herein, no other Agreement rules, practices, or interpretations are changed by the terms of this Agreement. In the event there is a conflict, the terms of this Agreement will prevail.
- B. This pilot will run for a period of ninety (90) days from the date of this agreement. Either party may cancel this pilot by serving thirty (30) day notice upon the other. If neither party has served cancellation after the ninety (90) day period has ended, this agreement will be considered permanent while reserving the right for either party to serve 30 day written notice to cancel thereafter.

The terms and conditions of this pilot will not be applied, or interpreted to apply, to other boards, locations, or territories. In addition, the terms and conditions of this pilot will not prejudice the position of either party and will not be referred to in connection with any other agreement and/or dispute resolution.

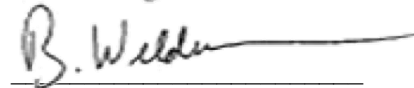
This agreement is signed on June 1, 2026 and effective on June 15, 2026.

For the SMART – TD:



Luke Edington  
General Chairman, SMART - TD GO 953

For the Union Pacific  
Railroad:



Beth Wilderman  
Director, Labor Relations