

EXHIBIT 18

SPECIAL BOARD OF ADJUSTMENT No. 1208

CASE NO. 1

SMART Transportation Division

vs.

Union Pacific Railroad

Responses to Interpretation Questions

Board of Arbitration

Maqui Parkerson

Carrier Member

Vice President Labor Relations
Union Pacific Railroad Company
1400 Douglas Street, Room 710
Omaha, Nebraska 68179

Gary Crest

Union Member

SMART-TD Vice President
20396 Woodbury Dr.
Grass Valley, CA 95949

Earlene R. Baggett-Hayes

Neutral Arbitrator and Board Chair

110 North Perry Street
Pontiac, MI 48342

Preliminary Information

On Wednesday, September 17, 2025, the Board, in accordance with SBA 1208, received interpretative questions to be answered for clarification purposes. The Board Neutral elected to call an Executive Committee meeting for further discussion and elaboration. That meeting was conducted on Tuesday, September 23, 2025, to discuss the inquiries in significant detail. The Neutral Chair provides her responses below.

Responses to Interpretation Questions

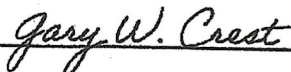
1. Does Article V.D eliminate extra rest provisions on pools and extra boards on the Eastern District?
Answer: Yes
2. Are existing additional allowances/penalty payments, as listed in Article VII.A.4., if applicable, payable to pool freight employees when they are called to perform irregular service the extra board is required to protect?
Answer: Yes

3. What is the definition of "a qualified employee" in Article VII.E?

Answer: A qualified employee is any employee who meets the requirements of the job, whether it is the skills level, certification(s), training, and/or experience.

Note regarding Question # 3: The Award does not differentiate between Union and non-Union employees in Article VII.E when it refers to "a qualified employee." It is anticipated that through the implementation phase and the Questions and Answers, the parties will discuss and agree upon terms consistent with the specific conditions set out in Article VII.E of the Award.

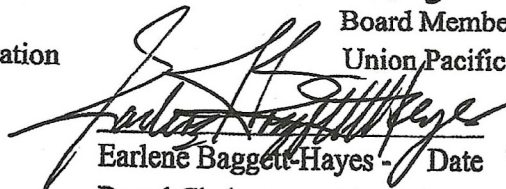
By their signatures below, the Board Members acknowledge receipt of these responses to the interpretation questions.



Gary Crest
Board Member
SMART – Transportation



Maqui Parkerson
Board Member
Union Pacific Railroad Company



Earlene Baggett-Hayes -
Board Chairperson, Neutral
Arbitrator

Date 9-29-2025