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between the
UNION PACIFIC RAILROAD COMPANY
(Northwestern District - Oregon Division)
and the
UNITED TRANSPORTATION UNION - C & T Divisions
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In a joint effort to provide a safe working environment and as an alternative method of administering Rule G, IT IS AGREED:

- 1) If any member(s) of a crew believes that another member of a crew may be in an unsafe condition, such employee may immediately contact a Carrier officer. If the Carrier officer, upon investigation, determines there is an apparent violation of Rule G, the employee shall be removed from service.

It is understood that when a removal from service takes place, transportation will be furnished back to the employee's home.

- 2) Once an employee has been relieved from service under 1) above, ~~such employee must contact the Company's Employee Assistance Program Counselor on the division within five days of the removal from service.~~ If the employee contacts the Employee Assistance Program Counselor and accepts counseling, he will be paid for the full tour of duty or trip lost (one way) as a result of his removal from service.
- 3) If the employee does comply with the requirements set forth in 2), and the Employee Assistance Program Counselor determines that the employee is not in need of counseling, the employee shall be returned to service. There shall be no claim progressed for any time lost as a result of the removal from service other than as provided in 2).
- 4) If the employee does comply with the requirements set forth in 2), and the Employee Assistance Program Counselor determines that the employee is in need of counseling, and the employee accepts counseling, the employee shall, subject to a favorable recommendation from the Employee Assistance Program Counselor, be immediately returned to service. There shall be no claim progressed for any time lost as a result of the removal from service other than as provided in 2).

- 5) If the employe does not comply with the requirements set forth in 2) or does not accept counseling as provided in 4), he must lay off and, if so desired, may request a formal investigation. Such request must be made within five days of the day removed from service. If the employe does not request an investigation and is off for more than 15 days, he must request a leave of absence. One 45-day leave of absence will be granted. If, at the end of this period, the employe still has not contacted the Employee Assistance Program Counselor, the provisions of UTU Rule 73(j) shall apply.

Should the employe request a formal investigation, the employe(s) who originated the action as provided in 1) will not be called as a Company witness.


- 6) This agreement shall apply one time only to each employe covered by this agreement. Thereafter, all regular rules and agreements shall apply.
- 7) This agreement is effective November 10, 1983 and may be terminated by either party upon service of five (5) days written notice upon the other party.

Signed at Portland, Oregon this 31st day of October, 1983.

UNITED TRANSPORTATION UNION:

UNION PACIFIC RAILROAD COMPANY:


General Chairman, C & T Divisions


Director of Labor Relations, NWD

A G R E E M E N T
between the
UNION PACIFIC RAILROAD COMPANY
Northwestern District - Oregon Division
and the
UNITED TRANSPORTATION UNION - C & T Divisions
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PREVENTION PROGRAM COMPANION AGREEMENT

The Union Pacific Railroad Company and the United Transportation Union (C&T), jointly recognizing that safety is the paramount concern and, further, that an alcohol- and drug-free environment is an essential element in maintaining a safe work place, agree to the following to ensure the utmost compliance with Rule G:

1. An employee who has been dismissed from service as a result of violating Rule G may elect to participate in the Rule G Rehabilitation/Education Program (Rule G R/E Program or Program), provided:

- a) The employee has had no Rule G offense on his or her record for at least ten (10) years; and
- b) The employee has not participated in the Rule G R/E Program for at least ten (10) years; and
- c) The incident giving rise to the dismissal did not involve significant rule violations other than Rule G.

2. Participation in the Rule G R/E Program shall continue for a period of 12 months unless the employee elects to withdraw from the Program or fails to follow the course of treatment established by the Employee Assistance Counselor.

3. A letter, notifying the employee of the availability of the Rule G R/E Program and containing a request form to be completed by the employee, shall be attached to the Notice of Dismissal.

4. The employee may elect to participate in the Rule G R/E Program by completing and returning the request form to the Carrier Officer who signed the Notice of Dismissal within 10 days of receipt of the Notice.

5. The employee must contact the Employee Assistance Counselor within three days of electing to participate in the Rule G R/E Program.

6. After being contacted, the Employee Assistance Counselor shall evaluate the employee to determine whether or not the employee may safely be returned to service and the course of treatment which the employee should follow.

7. If the evaluation indicates that the employee may safely be returned to service, he or she shall be returned to service on a probationary basis, with all seniority unimpaired. Following return to service, the employee must follow the course of treatment established by the counselor during the remainder of the Program.

8. If the evaluation indicates that the employee may not safely be returned to service, he or she shall continue in the status of a dismissed employee until subsequent evaluation(s) indicate that it is safe to return the employee to service on a probationary basis. The employee must follow the course of treatment established by the counselor while out of service and after return to service during the remainder of the Program.

9. If, at any time during the 12-month period referred to in paragraph 2 above, the employee fails to follow the course of treatment established by the counselor, the Carrier shall remove the employee from the Program. If the employee has been returned to service, the Carrier shall, without the necessity of further disciplinary proceedings, also remove the employee from service and the employee shall revert to the status of a dismissed employee.

10. An employee may withdraw from the Rule G R/E Program at any time by notifying, in writing, the counselor and the Carrier Officer who signed the Notice of Dismissal. If the employee has been returned to service, the Carrier shall, without the necessity of further disciplinary proceedings, remove the employee from service and the employee shall revert to the status of a dismissed employee.

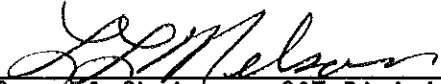
11. If the employee successfully completes the Rule G R/E Program, a notation to that effect shall be placed on the employee's Personal Record and the employee's probationary status shall terminate and all seniority and other rights shall be restored.

12. No claims shall be progressed by or on behalf of the employee based on time lost as a result of the incident leading to the employee's participating in the Rule G R/E Program.

13. This agreement is effective July 18, 1984, and may be terminated by either party upon service of five days written notice upon the other party.

Signed at Portland, Oregon this 18th day of July, 1984.

UNITED TRANSPORTATION UNION:


General Chairman, C&T Divisions

UNION PACIFIC RAILROAD COMPANY:


Director of Labor Relations, NWD