

UNION PACIFIC RAILROAD COMPANY

1416 DODGE STREET
OMAHA, NEBRASKA 68179



February 1, 1990

380.10-4

Mr. L. L. Nelson
General Chairman UTU (C&T)
936 S. E. Ankeny Street - Suite F
Portland, Oregon 97214

Dear Sir:

This refers to our discussions concerning the three Modified Crew Consist Agreements and the various Articles covering the filling of vacancies.

The Agreements provide for the use of the application process to fill all permanent vacancies. In previous understandings, the parties agreed that applications had to be on file for at least twenty-four (24) hours prior to the vacancy existing in order for it to be honored in pool-freight service. The parties agree that this same process applies to all permanent vacancies. New yard and local assignments, changes in assignments (rest days, starting times, etc.,) and assignments that go to and from reduced/full crews will have a notice posted advising of the details of the assignment as previously required in the various Agreements.

Situations have developed where vacancies exist and no applications are on file. In these instances, it is not necessary for an applicant to wait twenty-four (24) hours to place on the vacancy. The first applicant, including an employee on a bump board, making application shall be assigned to the vacancy.

If the foregoing correctly sets forth the understanding reached in conference, please affix your signature in the space provided below.

Yours truly,

W S Hambley

AGREED:

L L Nelson