

UNION PACIFIC RAILROAD COMPANY

1416 Dodge Street
MC/ LM005NR
Omaha, NE 68179



December 8, 2000

LOU#2212050092
(Denver Hub)

390.20, 390.90
560.15



Mr. A. Martin, III
General Chairman UTU
5990 South West 28, Suite F
Topeka, Ks. 66614-4181

**RE: Vacancy Procedures - Assignments To/From The
Combination Switchmen/Brakemen Extra Board
within the Denver Hub:**

Dear Sir,

This has reference to our discussions on November 30, 2000 and the Organization's request concerning vacancy procedures for Switchmen/Brakemen being assigned and de-assigned from the Combination Switchmen/Brakemen Extra Boards within the Denver Hub with respect to using an employee's earliest Switchman or Brakeman's seniority date.

Based on our discussions, it was agreed and understood in conference that when assigning or de-assigning employees from the Combination Switchmen/Brakemen Extra Boards within the Denver Hub, the person or persons earliest seniority date in yard or road service would be utilized. The parties further recognized that preference would first be given to prior rights employees within their respective Zones, e.g. 1, 2 and 3. Thereafter, vacancies to the extra board would be filled in accordance with the applicable agreements, as amended by the Denver Hub Supplemental and Merger Award/Agreement, using an employee's earliest seniority date in yard or road service.

This understanding is made without prejudice to either parties position and will not be cited in the future and may be canceled by either party by serving a 30-day advance written notice upon the other.

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If the above properly reflects your understanding, please so indicate by signing in the space provided returning both originals to my office for signature and execution of the understanding.

Signed this 20th Day of December, 2000.

Agreed:


A. Martin, III
General Chairman UTU

Yours truly,


F.A. Tamisiea
Director Labor Relations
Northern Region