

MEMORANDUM OF

AGREEMENT

#2208040044

**Between the
UNION PACIFIC RAILROAD COMPANY**

**for the territory
Eastern District**

and the

UNITED TRANSPORTATION UNION

**Filling Permanent & Temporary
Designated Hostler Vacancies
Denver Terminal
Zone 400 - Denver Hub**

Prior to the UP/SP merger, designated regular assigned and extra unassigned hostler and hostler helper vacancies were filled by ground service employees under the provisions of Article 1 (10) (c) of the October 31, 1985 UTU National Agreement. On July 1, 1997 the Carrier implemented the provisions of the UP/SP Denver Hub arbitration/Agreement and ground service employees continued to protect designated hostling positions within the consolidated UP/SP Denver Terminal as set forth by Article III of the UP/SP Merger Implementing Award/Agreement.

The Organization requests to modify the April 20, 1987 Letter Of Understanding, File 013-23(84)-2, referred to as the Margason Agreement, as it relates to designated permanent and temporary hostling vacancies within the Denver Hub only as follows:

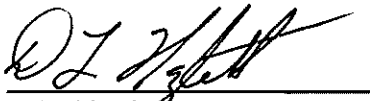
Therefore it is agreed:

- 1.) Ground Service employees (Switchmen) who successfully meet the necessary training and FRA qualification requirements will be permitted to make application (bid) on designated regular assigned hostler and/or hostler helper vacancies as presently handled.
- 2.) In the event a regular assigned hostler or hostler helper vacancy is not filled by application, the junior qualified switchmen in the terminal will be assigned.
 - (a) 'In the terminal' means, within the Denver terminal, the junior qualified switchmen who is either unassigned, holding a regular yard foreman, helper position, assigned to the combination switchmen/brakemen extra board or the hostler extra board.

- (b) If there are no junior qualified switchmen in the terminal, then the junior qualified train service employee at the location will be assigned as provided by the October 31, 1985 UTU National Agreement, Article XIII, Section 10 (c).
- 3.) Ground Service employees who are regularly assigned or work a Hostler position will be allowed the Yard Foreman rate of pay. Ground Service employees who are regularly assigned or work a Hostler Helper position will be allowed the Yard Helper rate of pay.
- 4.) In the event an engine service employee with a seniority date preceding November 1, 1985 is no longer eligible to hold an engineer position, he/she will be required to exercise their seniority to a designated Hostler or Hostler Helper position prior to exercising to a Fireman position in accordance with applicable agreements.
- 5.) This agreement will be effective January 16, 2002 and may be cancelled by either party upon thirty (30) days' written notice to the other party.

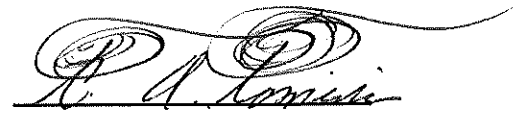
Signed this 4th Day of Jan 2002

For The Organization:



D.L. Hazlett
General Chairman UTU

For The Carrier:



F.A. Tamisiea
Director - Labor Relations