

UNION PACIFIC RAILROAD COMPANY

1416 DODGE STREET
OMAHA, NEBRASKA 68179-0323



August 19, 1992

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UTU GEN. COMM 953
RECEIVED
AUG 21 1992
TOPEKA, KANSAS

MR G A EICKMANN
GENERAL CHAIRMAN UTU(C&T)
2933 WOODSIDE DRIVE F
TOPEKA KS 66614

Dear Sir:

During our meeting in North Platte, Nebraska, on May 6, 1992, the Yard Local Chairmen and Superintendent discussed an arbitrary for training certain employes in learning the duties of certain tower foreman assignments. I advised the parties to agree on the positions to be covered and if the Superintendent authorized the arbitrary, then I would prepare a document for your consideration.

I have received a letter dated August 12, 1992, requesting an arbitrary for training at four locations. Based on the conference and the letter, the parties agree as follows:

1. When a qualified foreman working either the washrack pilot, west trim tower, west hump or east hump trains one or more employes for a minimum of four hours during a shift, the foreman will receive an arbitrary payment of 30 minutes at the straight time rate.
2. No more than one arbitrary will be paid per shift (including overtime) to any one employe on a specific assignment.
3. This agreement is without precedent or prejudice to either party's position as to any rule or agreement and will not be cited by either party.
4. This agreement may be cancelled by either party upon ten (10) days' written notice.

Effective this 1st day of October, 1992.

Please sign and return all copies to this office for my signature and effective date completion.

I AGREE:

G. A. Eickmann
General Chairman, UTU-C&T

Yours truly,

W. S. Hinckley
W. S. HINCKLEY
DIRECTOR - LABOR RELATIONS