

**MEMORANDUM OF AGREEMENT  
2304080492**

**Between**

**UNION PACIFIC RAILROAD COMPANY**

**and**

**UNITED TRANSPORTATION UNION  
(EASTERN DISTRICT)**

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**Filling Foreman/Pilot Vacancies  
at North Platte, NE**

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Under the current agreement, foreman/pilot vacancies not filled/assigned at the close of the 2:00 PM mark-up board are subsequently filled the following day prior to the designated start time of the assignment in accordance with the provisions of the Yard Schedule.

To provide for a temporary alternate method of filling foreman/pilot vacancies in the North Platte Yard, Union Pacific and the United Transportation Union agree to allow foreman/pilot vacancies to be filled/assigned at the close of the 2:00 PM mark-up board in lieu of waiting until the start of the shift the following day.

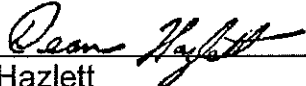
**THEREFORE IT IS AGREED:**

- A. Effective May 1, 2004, the junior foreman/pilot, not working as such, will be assigned to foreman/pilot vacancies at the close of the mark-up board at 2:00 PM.
- B. The foreman vacancies will be filled first by assigning the most junior qualified foreman to the third shift until all vacancies are filled and continuing forward with the second and first shifts in the same manner.
- C. After the foreman vacancies are filled, the pilot vacancies will then be fill by assigning the most junior pilot to the third shift until all vacancies are filled and continuing forward with the second and first shifts in the same manner.


- D. The foreman/pilot forced to these vacancies in accordance with (A), (B) and (C) above will remain on such vacancy and will not be used to fill subsequent vacancies that may occur after the 2:00 PM close of the mark-up board.
- E. The mark-up board will not be remarked to fill helper positions created as a result of (A), (B) and (C) above.
- F. Except as provided in this Agreement, it is not the intent of the parties to alter the provisions of any existing rules and practices regarding the filling of vacancies when such unavoidable contingencies occur after the 2:00 PM closing of the mark-up board.
- G. This Agreement applies only at North Platte, Nebraska and is in effect on a temporary basis effective May 1, 2004 and expires ninety (90) days thereafter on July 30, 2004.

SIGNED THIS 13<sup>th</sup> DAY OF ~~APRIL~~ <sup>May</sup>     , 2004 IN OMAHA, NEBRASKA

FOR THE UNITED  
TRANSPORTATION UNION

  
\_\_\_\_\_  
D. L. Hazlett  
General Chairman

FOR THE UNION PACIFIC  
RAILROAD COMPANY

  
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S. F. Boone  
Director – Labor Relations