

MEMORANDUM OF AGREEMENT
#2211099772
between the
UNION PACIFIC RAILROAD COMPANY
for the Territory
Eastern District - Zone 500
and the
UNITED TRANSPORTATION UNION

SALT LAKE CITY/OGDEN - ELKO POOLS
AWAY FROM HOME TERMINAL RETURN BOARD

Currently there are two (2) separate pools (Salt Lake City and Ogden) operating to the away-from-home terminal of Elko, Nevada. The pools, upon arrival at Elko, are combined as provided in Article IV A at 1(b) of the Salt Lake City Merger Award.


The away-from-home terminal return board arrangement has caused irregularity in the rotation of crews back to their home terminals and accordingly, the parties have agreed to adopt the following application at Elko, Nevada:

1. The Salt Lake City and Ogden crews will be placed on the Elko return board in the order they were called at the respective home terminals. In other words, if a Salt Lake City crew was called at 3:00 a.m. and arrived at Elko at 1:00 p.m. while an Ogden crew was called at 5:00 a.m. and arrived at 11:00 a.m., the Salt Lake City crew would be placed ahead of the Ogden crew.

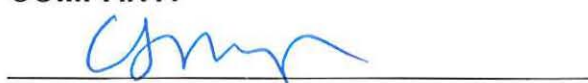
2. This application for the return board at Elko will be effective on JANUARY 1, 1998, and will remain in effect unless cancelled by either party in the future with a serving of the thirty (30) advance day notice or, in the event Carrier combines the Salt Lake City and Ogden pools as provided in the Merger Award.

Signed this 4th day of December, 1997.

FOR THE
UNITED TRANSPORTATION
UNION:


G. A. Eickmann
General Chairman

FOR THE
UNION PACIFIC RAILROAD
COMPANY:


L. A. Lambert
General Director Labor Relations
Operating North