

MEMORANDUM OF AGREEMENT

between

UNION PACIFIC RAILROAD COMPANY

and the

BROTHERHOOD OF LOCOMOTIVE ENGINEERS

Salt Lake HUB EBB AND FLOW CONDITIONS

In compliance with the applicable Collective Bargaining Agreement Rules concerning trainmen promoted to an engineer, as well as National Agreement rules addressing such employees, the parties signatory hereto agree to adopt the following Ebb and Flow conditions.

ARTICLE 1 – DEFINITIONS

Section 1 – The terms "employees, trainmen and/or engineers" used in this Agreement are only those employees who were promoted to an engineer as well as all other employees who are promoted in the future.

Section 2 (a) – The term "terminal" as used in this Agreement is one (1) of the following listed locations which serves as a source of supply for engineer employees at this time:

Salt Lake City/Ogden	Provo	Elko	Las Vegas	Helper	Milford
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(b) – All Outlying points which are protected by that terminal source of supply are considered within the terminal for purposes of this agreement.

Section 3 – The term seniority territory or district as used in this agreement is the consolidated Salt Lake Hub seniority district.

ARTICLE II – HOME TERMINAL DESIGNATIONS

Section 1 (a) – All engineers, as well as those employees currently certified as engineers but reduced in service to a trainman/yardman, will have the opportunity to select a home terminal for displacement and home terminal conditions as described in Article III of this Agreement. The home terminal must be one of those identified in Section 2 of Article I above and is also within the employee's engineer seniority district as listed in Section 3 of Article I above. The election by the employee must be made by notifying Carrier's Crew Management System (CMS) Director within thirty (30) days after date of this Agreement.

(b) – Employees failing to elect a home terminal under the time frame set forth in this Section will be considered as electing the current working terminal if the employee is assigned as an engineer or the last terminal worked when assigned as an engineer prior to being reduced in force to a trainman/yardman.

Section 2 – Employees may subsequently change their home terminal by notice to Carrier's CMS Director on January 1st for each succeeding year.

ARTICLE III – HOME TERMINAL RIGHTS

Section 1 (a) – When an engineer is reduced in force at a terminal and the employee cannot hold an engineer's assignment or engineer's extra board position within that terminal, the employee may elect to exercise his/her seniority as a trainman/yardman at the

employee's designated home terminal (seniority permitting) as defined in Article II of this Agreement.

(b) – Engineers electing to exercise their seniority as a trainman/yardman at their designated home terminal must do so within forty-eight (48) hours from the time of notification.

Section 2 (a) – Employees exercising seniority as a trainman/yardman will continue to be subject to recall as an engineer within the consolidated seniority district of the employee.

(b) – When an engineer's services are needed at a terminal within the consolidated seniority district such services will be protected under the following order of preference:

Step 1 - In seniority order (engineer's seniority) from those demoted engineers working as trainmen/yardmen at that terminal as defined in Article I, Section 2.

Step 2 - In reverse seniority order (engineer's seniority) from all other demoted engineers within the applicable engineer's consolidated seniority district.

(c) – An employee returned as an engineer under Step 1 of Subsection (b) above will be immediately placed onto a permanent vacancy. A permanent vacancy may include the extra board.

(d) – If the employee is on duty as a trainman/yardman at the time recalled as an engineer, the employee will be placed on the permanent vacancy or extra board at the time of tie up at the home terminal.

(e) – If a force reduction is made to the working list of engineers at a terminal where employees are assigned pursuant to Section 2 (b), Step 2 above, the senior-most "forced

engineer" with a request to return home (RTH) will be released to his/her home terminal designation.

(f) – An employee returned to engine service under Step 2 of Subsection (b) will be permitted to apply for engineer assignments, including extra boards, only at the employee's designated home terminal or the terminal where working.

ARTICLE IV – GENERAL

Section 1 – This Memorandum of Agreement is made without prejudice to either parties' position relative to their rights and obligations under the applicable National Agreements, as well as the Basic Agreement rules and practices between the parties and will not be cited by either party in any dispute over such agreements.

Section 2 – The parties recognize this Memorandum of Agreement amends in part various local and National Agreement rules and practices and therefore, it is clearly understood that where such agreements, rules and/or practices are in conflict with this Memorandum of Agreement, the provisions of this Agreement will prevail.

Section 3 – No claims will be filed and/or progressed in the application of this agreement. After the implementation of this agreement, the parties will evaluate the results and resolve any issues and/or disputes.

Section 4 (a) – This Memorandum of Agreement will become effective on _____, provided that the conditions of this agreement represented in a separate Memorandum of Agreement with the United Transportation Union identified as Memorandum of Agreement 2405010243 is also agreed upon by that Organization.


(b) – Providing that all of the conditions set forth in Subsection (a) of this Section are satisfied, this Memorandum of Agreement will remain in full force and effect unless cancelled by either party signatory hereto serving a thirty (30) day advance written notice,

or by the parties (United Transportation Union and Carrier) signatory to the same agreement provisions in Memorandum of Agreement 2405010243.

(c) — In the event this Agreement is cancelled, all working rules in effect prior to this agreement, unless modified by other agreements, i.e., National Agreement(s), will be restored.

Signed this 2nd day of May, 2002.

**FOR THE ORGANIZATION
Brotherhood of Locomotive
Engineers**



T. J. Donnigan
General Chairman - BLE

FOR THE CARRIER:



T. G. Taggart
Director-Labor Relations

UNION PACIFIC RAILROAD COMPANY

1416 DODGE STRE
OMAHA, NEBRASKA 68



February 21, 2002

SIDE LETTER NO. 1

Mr. T. J. Donigan
General Chairman, BLE
P.O. Box 609
Pocatello, ID 83204-0609

Dear Sir:

In connection with the parties negotiation on the Ebb and Flow Agreement(s) for Portland Hub Zone 1, 2, 3 and the Salt Lake City Hub, we discussed seniority rights of pre-November 1, 1985 Engineers.

This letter will confirm our understanding that pre-November 1, 1985 engineers existing seniority rights are retained as provided by Article XIII of the 1985 UTU National Agreement and Article XII of the May 19, 1986 BLE Arbitration Agreement.

If this correctly reflects our understanding, please so indicate by signing in the designated spaces below.

FOR THE ORGANIZATION:

FOR THE CARRIER:



T. J. Donigan
General Chairman - BLE



T. G. Taggart
Director - Labor Relations

UNION PACIFIC RAILROAD COMPANY

1418 DODGE STRE.
OMAHA, NEBRASKA 681



February 21, 2002

SIDE LETTER NO. 2

Mr. T. J. Donnigan
General Chairman, BLE
P.O. Box 609
Pocatello, ID 83204-0609

Dear Sir:


It is recognized issues and/or disputes may develop in connection with implementation of the Ebb and Flow Agreement(s) in which the parties did not anticipate.

This letter will confirm our agreement that no claims will be filed and/or progressed in the good faith implementation of this agreement. Any issues and/or disputes will be evaluated and resolved expeditiously between the parties.

If this correctly reflects our understanding, please so indicate by signing in the designated space provided below.

FOR THE ORGANIZATION:

FOR THE CARRIER:



T. J. Donnigan
General Chairman - BLE



T. G. Taggart
Director - Labor Relations

UNION PACIFIC RAILROAD COMPANY

1416 DOGGE STREET
OMAHA, NEBRASKA 68102



February 21, 2002

SIDE LETTER NO. 3

Mr. T. J. Donnigan
General Chairman, BLE
P.O. Box 609
Pocatello, ID 83204-0609

Dear Sir:

This refers to Article II, Section 2 of the Ebb and Flow Agreements.


During our negotiations, your Organization raised a concern wherein an employee due to a hardship or other unique circumstances may require a change in a designated home terminal on other than January 1st.

It is agreed, an employee may change his/her designated home terminal on other than January 1st, with the concurrence of the UTU General Chairman, BLE General Chairman and Director of Labor Relations.

If this correctly reflects our understanding, please so indicate by signing in the designated spaces below.

FOR THE ORGANIZATION:

FOR THE CARRIER:



T. J. Donnigan
General Chairman - BLE



T. G. Taggart
Director - Labor Relations

UNION PACIFIC RAILROAD COMPANY

Alan L. Weed
Director - Labor Relations



BUILDING AMERICA

1400 Douglas Street
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November 20, 2007

File: 840-1

SIDE LETTER NO. 4

Mr. T.J. Donnigan
General Chairman
Brotherhood of Locomotive Engineers
and Trainmen
P.O. Box 609
Pocatello, ID 83204-0609

Dear Sir:

This will refer to Article II, Section 2 of the Ebb & Flow conditions for the Salt Lake City Hub.

The parties concur that the intent of Article II, Section 2 in providing a mechanism for an employee to change his home terminal point on January 1st of each year was strictly limited to situations where an employee incurred a bona fide change in residence. Accordingly, employees who wish to change their home terminal point under Section 2 will be required to submit documentation to substantiate a change in residence.

Please note your concurrence where provided.

Sincerely,

Alan L. Weed
Director Labor Relations
Arbitration & Negotiations

I concur


T.J. Donnigan
General Chairman, BLET

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