

UNION PACIFIC RAILROAD COMPANY



January 11, 1990

1416 DODGE STREET
OMAHA, NEBRASKA 68179

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Mr. L. L. Nelson
General Chairman, UTU C&T
936 S. E. Ankeny Street, Suite F
Portland, Oregon 97214

Dear Sir:

The Articles covering vacancies in the three Modified Crew Consist Agreements, identified as follows:

Article VI - Second/Third Seniority Districts
Article XIII - First Seniority District
Article VII - Fourth/Fifth/SIRR Districts

were not intended to conflict with Rule 30 of the Working Agreement effective October 1, 1975. The proper procedure to be followed when a permanent vacancy exists on a Conductor's Extra Board and no applications are on file, and no Conductors are furloughed is to assign the junior unassigned Conductor at the point.

This employee may be working a must-fill Brakeman/Yard Helper position, blankable Brakeman/Yard Helper position, or be on the Reserve Board. When Conductor vacancies are filled resultant Brakemen/Yard Helper positions are filled by use of the appropriate Article referred to above.

While employees recalled from the Reserve Board normally have a displacement right, if the employee is the junior unassigned Conductor at the point where the vacancy exists the employee is required to take the Conductor's position or displace a junior employee at some other point.

If the foregoing correctly sets forth the understanding reached in conference, please affix your signature below.

Yours truly,

W. S. Hinckley

W. S. Hinckley
Director Labor Relations

AGREED:

[Signature]
General Chairman, UTU (C&T)