

UNION PACIFIC RAILROAD COMPANY



BUILDING AMERICA

May 25, 2012

Mr. M. J. Reedy
General Chairman
United Transportation Union
307 W. Layton
Milwaukee, WI. 53207

Dear Mr. Reedy:

In regard to the agreements on the Midwest, Western 6, and Eastern 1 seniority districts which provide for the establishment of AWTS boards, the parties agree to clarify the following:

Section 2 Note 1 provides working day sets, if established, will be assigned by standing bids. CMS will designate whether the standing bids are to be submitted electronically, or submitted verbally to a specific designated individual/recording. Initially when establishing AWTS boards, the monthly working day sets will be advertised/bulletined. Thereafter, unless there is a major change to day sets schedules, no further advertisement will be made.

Section 2 Note 2 provides that employees, once assigned to a day set schedule, will not be displaced or moved from their assigned day sets for the entire month. This would not preclude a senior employee, who accepts AWTS within the 48-hour period referred to in Section 1, Item b, from being added to an AWTS board and the most junior employee being reduced from that AWTS board.

This Clarification will not prejudice the position of either party. Should either party experience unintended negative impact as a result of this application, the parties will meet in good faith to resolve.

If the foregoing properly and accurately reflects our understandings regarding these matters, please so indicate by affixing your signature in the space provided below.

Sincerely,

T. L. Maxwell
Director – Labor Relations

AGREED:

M. J. Reedy
General Chairman, UTU