

AGREEMENT
between
Union PACIFIC RAILROAD COMPANY
and the
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES

Whereas Union Pacific and the Brotherhood of Maintenance of Way Employes, are desirous of amending Rule 20(a) of the Agreement effective July 1, 2000 by eliminating temporary positions. Rule 20(a) is amended to read as follows:

“Rule 20. (a)New positions and vacancies will be advertised promptly and in any case not later than ten (10) days following the establishment of the position or date the vacancy occurs. If a vacancy is created by reason of a regularly assigned employee’s absence due to sickness or injury, or authorized leave of absence and is known to be of thirty (30) days or more duration will, if filled, be advertised and assigned as a permanent position with the following understandings:

- (1) If the position is filled through the advertisement and assignment process, employees will be allowed an exercise of seniority upon their return to work. If the employee returns to service within sixty (60) days from when the vacancy was created, he will be allowed to return to his former position regardless of seniority.
- (2) If an employee exercises his seniority in accordance with the agreement, he will be treated as if occupying his former position for displacement purposes.”

If the foregoing correctly sets forth the understanding reached in conference, please sign in the spaces provided below. This understanding will be effective November 1, 2005.

AGREED:

Yours truly,

W. E. Naro
General Director Labor Relations

General Chairman, BMWE

General Chairman, BMWE

General Chairman, BMWE

General Chairman, BMW

General Chairman, BMW

APPROVED:

Vice President, BMW

October 5, 2005
L/R File: 210-20

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General Chairman BMW E
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Mr. S. Triebel
General Chairman BMW E
Route 2 Box 250A
Coffeyville, KS. 67337-8741

Gentlemen:

This is in reference to the agreement amending Rule 20 effective November 1, 2005. As a result of the agreement it was understood that all current temporary positions would remain in effect and all current agreement provisions will apply until expiration of these leave of absences.

If this confirms our understandings, please sign in the spaces provided below.

AGREED:

Yours truly,

W. E. Naro
General Director Labor Relations

General Chairman, BMW E

General Chairman, BMW E

General Chairman, BMW E

General Chairman, BMW E

General Chairman, BMW E

APPROVED:

Vice President, BMW E