

UNION PACIFIC RAILROAD
1400 Douglas Street, STOP 0710
Omaha, Nebraska 68179

Dominic Ring General Director

P 402 544 3445

May 31, 2011

File: 210-19

Mr. H. J. Granier
General Chairman BMWED
1011 Paris Road, Suite 333
Mayfield, KY 42066

Mr. Dennis Albers
General Chairman, BMWED
111 Imperial Blvd C-300
Hendersonville, TN 37075

Mr. L. D. Riley
General Chairman, BMWWE
3626 Hotze Road
Salem, IL 62881

Mr. Larry Foster
General Chairman, BMWWE
1845 11000 Road
Oswego, KS 67356-2712

Gentlemen:

Reference is made to our discussion concerning the assignment of employees to the position of Bridge Tender. As the Bridge Tender Sub-Department was eliminated and became part of the Bridge and Building Sub-Department with the Agreement effective January 1, 2011, it was determined clarification was needed for proper assignment of employees under Rule 19 to the position of Bridge Tender.

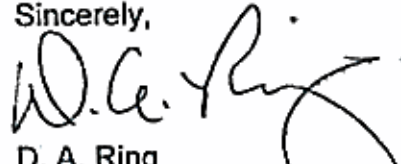
When assignment to a Bridge Tender position is being made to establish seniority, employees with seniority in the Bridge and Building Sub-Department will be given first preference. If more than one employee has a seniority date in the Bridge and Building Sub-Department, the employee with the greater date on the seniority Division or District in which the assignment is made will be first preference. This is in accordance with the language of Rule 19 (a) referencing "*home division (or district, as applicable)*". Employees with Bridge and Building seniority dates on a System basis or a Division (or District), other than where the assignment is made, will then be given consideration for assignment with preference given to the oldest Bridge and Building Sub-Department date.

It is further understood that Bridge Tender seniority is not subject to concurrent seniority within the Bridge and Building Subdepartment. As an example, when an employee obtains seniority as a Bridgeman Helper or a higher classification within the Sub-Department, he will not be granted Bridge Tender Foreman and Bridge Tender seniority concurrently.

To signify your concurrences to this understanding please sign below.



Sincerely,

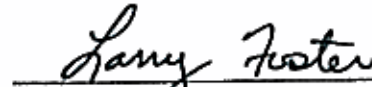


D. A. Ring
General Director Labor Relations

AGREED:



General Chairman



General Chairman




General Chairman



General Chairman Date

APPROVED:



Vice President