

UNION PACIFIC RAILROAD COMPANY

WESTERN REGION



10031 Foothills Blvd.
Roseville, CA 95747

February 10, 2006

CERTIFIED MAIL #7001 2510 0005 0259 5510

J. Kevin Klein
United Transportation Union
501 Mission Street, Suite A
Santa Cruz, CA 95060

Dear Mr. Klein:

This will acknowledge receipt of your Section 6 notice dated February 8, 2006 reading as follows:

"In accordance with provisions of Section 6 of the Railway Labor Act, as amended, and, if applicable, with the provisions of the existing agreements between the Union Pacific Railroad Company and the United Transportation Union, and on behalf of any and all employees represented by this organization for which the signatory hereto is authorized to act, this is notice to establish an agreement for the rehabilitation of employees. Full rights to amendment and/or supplementation in any form at any time are retained.

We request a meeting to discuss this notice as provided in the Railway Labor Act, as amended."

The notice lacks clarity as to its intended objective. Does it refer to vocational rehabilitation? To physical rehabilitation? To alcohol rehabilitation? Or, to drug rehabilitation? Regardless of which it is, **"rehabilitation"** is not a **"working condition"**. Rehabilitation of any sort deals with off property events. As such, it has nothing to do with "... rates of pay, rules, or working conditions...." which the Railway Labor Act identifies as the subjects of bargaining.

Without prejudice to the foregoing, I am willing to meet with you to discuss this notice. I suggest we meet in my office at 9:30 a.m. on Monday, February 20, 2006.

Please advise if the suggested meeting date is acceptable.

Sincerely,

A handwritten signature in black ink that reads "Al Hallberg". The signature is written in a cursive, slightly slanted style.

Al Hallberg
Director Labor Relations