

UNION PACIFIC RAILROAD COMPANY

Western Region - Transportation

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May 13, 2002

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UTU (T & S)
GENERAL COMMITTEE

J. Kevin Klein, General Chairman
United Transportation Union
UP-Western Lines
501 Mission Street, Suite A
Santa Cruz, CA 95060

Dear Mr. Klein:

This refers to our discussions concerning the interpretation and application of the October 15, 1996 Agreement identified by File #GEN154-18 which establishes the procedures for assigning seniority to new employees.

We have agreed that wherever the agreement uses the phrase, "date of birth", that will be interpreted as referring to the day, but not the month or year, of birth. For example, an individual born on February 10, 1944 would have seniority standing within their class fixed on the basis of their birth on the 10th day. A person born on February 10 would stand ahead of a person born on January 11 and so on.

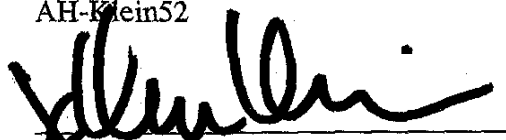
The procedure outlined above will apply only to individuals establishing seniority after the date of this understanding. This understanding has no impact whatsoever on the seniority standing of any individual on any seniority roster covered by the UTU SP Western Lines Agreement.

Sincerely,

Al Hallberg

Al Hallberg
Director, Labor Relations

AH-Klein52


Accepted
J. Kevin Klein, General Chairman
United Transportation Union

MEMORANDUM of AGREEMENT

by and between the

SOUTHERN PACIFIC TRANSPORTATION COMPANY (WESTERN LINES)

and its

TRAINMEN & SWITCHMEN

represented by the

UNITED TRANSPORTATION UNION

IT IS AGREED THAT in the application of Section 1, Paragraph C, Memorandum of Agreement GEN 154-18, dated September 21, 1972, also Article 47, Section (b), Trainmen's Agreement, and Article 12 Switchmen's Agreement, brakemen/switchmen entering the service of the Company as such on and subsequent to October 15, 1996, will establish their common seniority date for both road and yard service as follows:

When a class of students completes their preparatory training and examinations and are all prepared to be marked up for service on the same date, their order of standing for seniority will be determined as follows:

- a. **FIRST GROUP** - Employees from the carrier's other crafts will be ranked highest in potential seniority in the class of trainees based on the employee's number of years of continuous service with the carrier. In the event that two employees have the same date of hire, they shall be ranked according to their date of birth with the senior employee ranking ahead of junior employees.
- b. **SECOND GROUP** - New employees will be ranked amongst themselves by their date of birth and placed behind Group 1 in seniority.

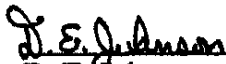
Thereafter, the first service performed by a member of said group as either a trainman or switchman will establish the common seniority date for all members of the group in the order determined by the above groups. If more than one class is prepared to mark up for service in the same seniority district on the same date, all groups will be ranked in accordance with a and b above, as if they were all in the same class of students.

When a single new employee is marked up for initial service as either brakeman or switchman, he/she will establish a common seniority date as of the time and date such initial service is performed.

This Agreement shall be effective October 15, 1996, and cancels and supersedes any other agreement or portion thereof with which it may conflict.


Signed at San Francisco, California, October 15, 1996.

FOR THE ORGANIZATION:



D. E. Johnson
General Chairperson

FOR THE COMPANY:



W. E. Loomis
Director, Labor Relations