

# UNION PACIFIC RAILROAD COMPANY

Western Region - Transportation

F.A. Tamisiea Dir. Labor Relations  
Tel: (916) 789-6345

10031 Foothills Blvd.  
Roseville, CA 95747



December 28, 2009

**LOU# 2711030918**  
(390.60)

Mr. W.J. Smith  
General Chairperson UTU  
501 Mission St. Suite A  
Santa Cruz, CA 95060

## Ref. Holding Turn

Dear Sir

This refers to our discussions concerning a pilot project to expand the coverage of Section 1 of Side Letter No. 1 of each of the Roseville, LA and Southwest territory Hubs to allow pool employees to hold their turn should it become first out when taking a single day vacation and/or a single day personal leave day.

The specific language under discussion is incorporated in each side letter as Section (1) and provides, in pertinent part, as follows:

**“Elect a single paid personal leave or vacation day and hold their turn so that if it obtains a first out status they will be first out when they are marked up no less than 24 hours later...”**

This language applied exclusively to merger protected trainmen.

It is agreed that on a trial basis at Roseville, Los Angeles and the Southwest territories, all pool employees, and not just protected pool employees, will be permitted to utilize Section (1) of Side Letter No. 1. In other words, any pool employee taking a single personal leave or single day vacation may elect to hold their turn on the board and retain it first out should their turn become first out when they are marked up in no less than 24 hours after mark off in accordance with Section 1 of the controlling Side Letters.

Except as specifically provided above, no other changes are made in Side Letter No. 1 of the respective Hubs.


It is understood that either party can cancel this understanding and terminate the pilot project by serving a 30-day written notice upon the other. It is understood that each

Mr. W.J. Smith  
December 28, 2009  
LOU# 2711030918

of the identified Hubs have stand alone rights to terminate the understanding as it applies to them and to withdraw from the pilot project. Similarly, the Company can cancel the pilot project at all three (3) Hubs or separately at each location.

To indicate your acceptance of this understanding, please sign in the space provided below. Upon receipt of your acceptance, the revised process will be implemented.

Accepted

  
W.J. Smith, General Chairperson  
United Transportation Union

Sincerely,



F.A. Tamisiea  
Director, Labor Relations

cc: Tony Leazenby, CMS  
Kelly Mitchel, CMS  
Jon Degraw, CMS  
Cliff Johnson, TK  
Terry Stone, LR  
Marilyn Ahart, LR  
Lucy Ruf, LR  
Jay Reilly, LR

# UNION PACIFIC RAILROAD COMPANY

Western Region - Transportation

F.A. Tamsiea Dir. Labor Relations  
Tel: (916) 789-6345

10031 Foothills Blvd.  
Roseville, CA 95747



January 4, 2010

**LOU# 2711030918**  
(390.60)

Mr. W.J. Smith  
General Chairperson UTU  
501 Mission St. Suite A  
Santa Cruz, CA 95060

## **Ref. Holding Turn Excluded Pools**

Dear Sir

This refers to Letter Of Understanding # 2711030918 dated December 28, 2009 allowing pool employees to hold their turn should it become first out when taking a single day vacation and/or a single day personal leave day.

This will acknowledge and confirm our discussions that this Letter Of Understanding will apply to all pools within the Roseville, Los Angeles and Arizona Hubs. **The RT01 and RT12 pools at Roseville, and all pools in the Dalhart Hub will be excluded** and the Letter Of Understanding will not be applied to them.

Should pool employees in the Roseville RT01 and RT12, as well as the Dalhart Hub be agreeable to this offer in the future, please advise this office for consideration.

Sincerely,

F.A. Tamsiea  
Director, Labor Relations

CC: Tony Leazenby, CMS  
Kelly Mitchel, CMS  
Jon Degraw, CMS  
Cliff Johnson, TK  
Terry Stone, LR  
Marilyn Ahart, LR  
Lucy Ruf, LR  
Jay Reilly, LR