

UNION PACIFIC RAILROAD COMPANY

1416 DODGE STREET  
OMAHA, NEBRASKA 68179



April 21, 2004  
APR 21 2004  
UNION PACIFIC  
GENERAL COMMITTEE

VIA FAX and US MAIL

Mr. J. Kevin Klein  
General Chairman  
United Transportation Union  
501 Mission Street, Suite A  
Santa Cruz, CA 96060

Dear Sir,

Please refer to your letter of April 19<sup>th</sup> and our recent discussions concerning upcoming trip rate implementation in the Roseville Hub. The rates shown in your letter are consistent with those presented by the Carrier in our February meeting as well as the Carrier's letter of March 18<sup>th</sup> concerning "flip-trip" rates.

As we discussed today, the Carrier has recalculated the trip rate for the Roseville-Dunsmuir pool (RT19) to capture the work train symbol trains to be included as part of the overall trip rate. A new set of summary data is enclosed for your review. As you will note, while the initial and final terminal delay components were slightly reduced the overall rate increased by \$0.30. The new rate for this pool is as follows:

Runs/Pool	Conductor Trip Rate	Brakeman Trip Rate
Roseville - Dunsmuir (RT19)	\$249.73	\$234.15


A revised set of individual data will be sent to the trainmen previously identified so they may compare this data to their own payroll recaps.

Your April 19<sup>th</sup> letter also sought to confirm the parties' concurrence relative to certain scenarios where the payment of the "flip trip" rate is appropriate or where the payment of two trip rates is contemplated. Again, on this point your comments are consistent with the Carrier's current application.

With respect to your comment concerning pool crews used in turnaround service, where that work belongs to the extra board, the Carrier's practice has been to first determine how those tours of duty were counted and paid during the test period. I would anticipate that they were paid under the applicable short turnaround rules, with the onset of a new day occurring once certain mileage or time on duty thresholds were reached. In such situations, each new day in a trip rated pool would trigger a trip rate payment. Finally, as you state in your letter, extra board trainmen used in short turnaround service are compensated in the normal manner.

As we discussed, the above trip rate for the RT19 pool as well as the others discussed in our February meeting are slated for implementation effective May 1, 2004. If you have any questions please do not hesitate to call me.

Yours truly,



Alan L. Weed  
Director Labor Relations  
Contract Administration

Enclosures

cc: Terry Olin – Omaha  
Rich Gregory – Omaha  
Al Hallberg – Roseville  
Peggy Grosskopf – Omaha  
Mike Stom - Omaha



# UNITED TRANSPORTATION UNION

GENERAL COMMITTEE OF ADJUSTMENT  
UNION PACIFIC WEST • CENTRAL CALIFORNIA TRACTION • STOCKTON TERMINAL & EASTERN  
ALAMEDA BELT LINE • OAKLAND TERMINAL RAILROAD

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Vice General Chairperson

April 19, 2004

Mr. Alan L. Weed, Director Labor Relations  
Union Pacific Railroad Company  
1416 Dodge Street  
Omaha, Nebraska, 68179

Dear Mr. Weed:

Reference your notice to establish trip rates pursuant to Article V, Section 9, of the 2002 UTU National Agreement sent to the undersigned dated December 23, 2003 and your letter of March 18, 2004 concerning trip rates and our discussions related to establishing trip rates.

This committee is agreeable to implementing the following trip rates:

Dunsmuir, CA – Klamath Falls, OR (RT34 Pool)

Trip Rate: Conductor - \$154.36; Brakeman - \$144.77

Flip Trip Rate: Conductor - \$252.19; Brakeman - \$236.36

Dunsmuir, CA – Lathrop, CA (RT35 Pool)

Trip Rate: Conductor - \$289.23; Brakeman - \$271.77

Flip Trip Rate: Conductor - \$560.55; Brakeman - \$525.37

Roseville, CA - Bakersfield (RT01 Pool)

Trip Rate: Conductor - \$326.86; Brakeman - \$306.44

Flip Trip Rate: Conductor - \$696.26; Brakeman - \$652.57

Bakersfield, CA – Lathrop, CA (RT28 Pool)

Trip Rate: Conductor - \$252.31; Brakeman - \$236.57

Flip Trip Rate: Conductor - \$536.54; Brakeman - \$502.87

Bakersfield, CA – Fresno, CA (RT27 Pool)

Trip Rate: Conductor - \$158.51; Brakeman - \$148.66

Flip Trip Rate: Conductor - \$259.45; Brakeman - \$243.17

Bakersfield, CA – Yermo, CA (RT27 Pool)

Trip Rate: Conductor - \$169.56; Brakeman - \$159.01

Flip Trip Rate: Conductor - \$352.62; Brakeman - \$330.49

San Luis Obispo, CA – Los Angeles, CA (RT25 Pool)

Trip Rate: Conductor - \$247.48; Brakeman - \$232.04

Flip Trip Rate: Conductor - \$541.38; Brakeman - \$507.41

San Luis Obispo, CA – Oakland/San Jose, CA (RT26 Pool)

Trip Rate: Conductor - \$270.27; Brakeman - \$253.40

Flip Trip Rate: Conductor - \$576.47; Brakeman - \$540.29

The trip rates listed above include the following pay elements:

- T21 – Straight Time
- TD4 – Pool freight dead head (separate/apart)
- TO7 – Meals enroute
- TI2 – Initial terminal delay (ITD)
- TF3 – Final terminal delay (FTD)

Calculation of the trip rate for the Roseville, CA – Dunsmuir, CA (RT19 Pool) is incomplete. Trains with an ID beginning with W were not included in the data to calculate the trip rate. We request that you recalculate the trip rate for the Roseville – Dunsmuir (RT19 Pool) incorporating those trains with an ID beginning with W.

During our discussion of April 8, 2004 we agreed that flip trip rates apply when a crew is used in combination service in the following manner:

1. Dead head from the home terminal to the away from home terminal and then work back to the home terminal, or
2. Work a train from home terminal to away from home terminal and then deadhead back the home terminal on a continuous time basis.

If a crew works from the home terminal to the away from home terminal and then upon arrival at the away from home terminal that crew is called to work from the away from home terminal to the home terminal that crew is entitled to two trip rates, one for the working trip from the home terminal to the away terminal and one for the working trip from the away terminal to the home terminal.

In addition we discussed the application of a trip rate to turnaround service performed by an

interdivisional pool freight crew. Turnaround service is work allocated to the extra board, however when a pool crew is used for turnaround service in their own pool they will be compensated a trip rate for each trip in turnaround service. Pool crews called for short turnaround service are entitled to a trip rate for each tour of duty in short turnaround service.

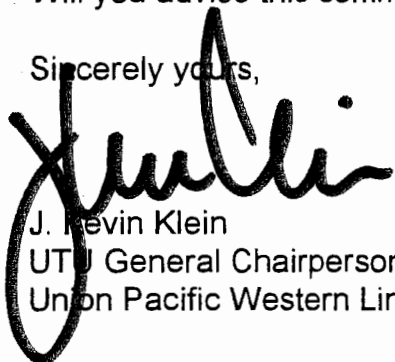
Extra board trainmen used in turnaround service will be compensated in the normal manner.

This committee will refer the following issue to the National "Disputes Committee," which is referenced in Article V, Part B, Section 6 of the 2002 UTU National Agreement:

1. Threshold for beginning overtime is changed with the inclusion of ITD and FTD in the trip rate.

Will you advise this committee when the above referenced trip rates will be implemented?

Sincerely yours,



J. Kevin Klein  
UTU General Chairperson  
Union Pacific Western Lines

cc: Mr. Arty Martin, UTU Vice President  
Mr. Don Souders, Local Chairperson, UTU 694  
Mr. Daryl Stinchfield, Local Chairperson, UTU 492  
Mr. Marshall Pittman, Local Chairperson, UTU 1570 (T)  
Mr. Jim Haggard, Local Chairperson, UTU 835 (T)  
Mr. Bob Beck, Local Chairperson, UTU 98

Overtime extension in the Roseville Hub pools (with 7/1/03 2.5% GWI)

**Current applicable SP Western Lines rules on overtime (Roseville Hub Agreement, Article IV, B.6.)**

Pre-10/31/85 employees – after 8 hours on runs 160 miles or less, on runs greater than 160 miles when time on duty exceeds the miles divided by twenty, or in any case after 10 hours.

Post-1985 employees – Miles of run divided by 16.25

### **ITD/FTD/Overtime Rule**

Greater of combined initial/final terminal delay or overtime to be paid

#### **1) Bakersfield to Lathrop – RT28 (230 or 236 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.49 / 480 minutes = .4656

\$4.08 (imbedded ITD/FTD) / .4656 = 8.76 minutes, rounded to 9

Pre-85 – OT after 10 hours, remains at **10 hours**

Post-85 – (when run 230 miles) OT after 14 hours 9 minutes now **14 hours 18 minutes**

(when run 236 miles) OT after 14 hours 31 minutes now **14 hours 40 minutes**

#### **2) Bakersfield to Yermo – RT27 (149 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.49 / 480 minutes = .4656

\$0.74 (imbedded ITD/FTD) / .4656 = 1.59 minutes, rounded to 2

Pre-85 – OT after 8 hours, now **8 hours and 2 minutes**

Post-85 – OT after 9 hours and 10 minutes, now **9 hours and 12 minutes**

#### **3) Bakersfield to Fresno – RT27 (130 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.46 / 480 minutes = .4656

\$3.16 (imbedded ITD/FTD) / .4656 = 6.79 minutes, rounded to 7

Pre-85 - OT after 8 hours, now **8 hours and 7 minutes**

Post-85 – OT after 8 hours, now **8 hours and 7 minutes**

#### **4) Roseville to Bakersfield – RT01 (289 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.49 / 480 minutes = .4656

\$0.13 (imbedded ITD/FTD) / .4656 = 0.28 minutes, rounded to 0

Pre-85 - OT after 10 hours, remains at **10 hours**

Post-85 – OT after 17 hours and 47 minutes, remains **17 hours and 47 minutes**

#### **5) Roseville to Dunsmuir – RT19 (210 or 215 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.49 / 480 minutes = .4656

\$2.21 (imbedded ITD/FTD) / .4656 = 4.75 minutes, rounded to 5

Pre-85 – OT after 10 hours, remains at **10 hours**

Post-85 – (when run 210 miles) OT after 12 hours 55 minutes now **13 hours**

(when run 215 miles) OT after 13 hours 14 minutes now **13 hours and 19 minutes**

**6) Dunsmuir to Lathrop – RT35 (269 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.49 / 480 minutes = .4656

\$1.82 (imbedded ITD/FTD) / .4656 = 3.91 minutes, rounded to 4

Pre-85 – OT after 10 hours, remains at **10 hours**

Post-85 – OT after 16 hours 33 minutes now **16 hours and 37 minutes**

**7) Dunsmuir to Klamath Falls – RT34 (130 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.46 / 480 minutes = .4656

\$3.31 (imbedded ITD/FTD) / .4656 = 7.11 minutes, rounded to 7

Pre-85 - OT after 8 hours, now **8 hours and 7 minutes**

Post-85 – OT after 8 hours, now **8 hours and 7 minutes**

**8) San Luis Obispo to Los Angeles – RT25 (218 - 236 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.49 / 480 minutes = .4656

\$1.53 (imbedded ITD/FTD) / .4656 = 3.29 minutes, rounded to 3

Pre-85 – OT after 10 hours, remains at **10 hours**

Post-85 – (when run 218 miles) OT after 13 hours 25 minutes now **13 hours and 28 minutes**

(when run 236 miles) OT after 14 hours 31 minutes now **14 hours and 34 minutes**

**9) San Luis Obispo to Oakland – RT26 (243 miles)**

\$148.99 (Conductor daily basic rate) \* 1.5 (OT factor) = 223.49 / 480 minutes = .4656

\$0.36 (imbedded ITD/FTD) / .4656 = 0.77 minutes, rounded to 1

Pre-85 – OT after 10 hours, remains at **10 hours**

Post-85 – OT after 14 hours 57 minutes now **14 hours and 58 minutes**