

Subj: **Trip rates effective 11/16/2003**
Date: 11/16/2003 10:26:50 AM Pacific Standard Time
From: UTUGO887
To: timandersen3@charter.net, metzdorf@jps.net, Liarleets, nelms@the-onramp.net
CC: bruceholder@utuwest.com, gedayton@comcast.net, wjaysmith@earthlink.net, Lwpart999

The carrier has agreed that the meal portion of the trip rate is \$1.50, therefore the trip rates have been adjusted to reflect the \$1.50 meal rather than the previous calculation.

The revised trip rates are:

Klamath Falls, OR – Eugene, OR (RT33 Pool)

Trip Rate: Conductor - \$228.14; Brakeman - \$213.90

Portola, CA – Winnemucca, NV (RT49 Pool)

Trip Rate: Conductor - \$234.46; Brakeman - \$219.83

Winnemucca, NV – Elko, NV (RT46 Pool)

Trip Rate: Conductor - \$171.78; Brakeman - \$161.09

Portola, CA – Elko, NV (RT44 Pool)

Trip Rate: Conductor - \$385.54; Brakeman - \$361.41

Sparks, NV – Elko, NV (RT44 Pool)

Trip Rate: Conductor - \$362.48; Brakeman - \$339.80

Subj: **Trip Rates for Portola - Elko and Sparks - Elko**
 Date: 11/6/2003
 To: alweed@up.com
 CC: artymartin@att.net, Liarleets, metzdorf@jps.net, bruceholder@utuwest.com,
gedayton@comcast.net, wjaysmith@earthlink.net, lwpart999

November 6, 2003

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 August 12, 2003 and your letter of September 16, 2003 concerning trip rates and our discussions related to establishing trip rates.

This committee is agreeable to implementing the following trip rates:

Portola, CA – Elko, NV (RT44 Pool)

Trip Rate: Conductor - \$385.34; Brakeman - \$361.21

Flip Trip Rate: Conductor - \$836.06; Brakeman - \$783.56

Sparks, NV – Elko, NV (RT44 Pool)

Trip Rate: Conductor - \$362.35; Brakeman - \$339.67

Flip Trip Rate: Conductor - \$747.73; Brakeman – \$700.82

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)

During our discussion of this date we agreed that all crews working or deadheading between Elko and Portola will be paid the Portola - Elko trip rate. The Sparks - Elko trip rate will be paid to home terminal Sparks crews working or deadheading between Elko and Sparks and in accordance with the Roseville Hub Merger Implementing Agreement, signed February 25, 1998, home terminal Portola crews working or deadheading between Elko and Sparks will be paid the Portola - Elko trip rate.

This committee will refer the following two issues 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.
2. Meal allowance on deadhead trips was not included in the trip rate calculation.

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

Sincerely yours,

J. Kevin Klein
UTU General Chairperson

cc: Mr. Arty Martin, UTU Vice President
Mr. Ray Hansen, Local Chairperson, UTU 1043
Mr. Gary Metzdorf, Local Chairperson, UTU 1200

Subj: **Trip Rates for Klamath Fall-Eugene; Portola-Winnemucca and Winnemucca-Elko**
Date: 10/24/2003
To: alweed@up.com
CC: artymartin@att.net, timandersen3@charter.net, nelms@the-onramp.net, metzdorf@jps.net,
Liarleets, bruceholder@utuwest.com, gedayton@comcast.net, wjaysmith@earthlink.net, lwpart999

October 24, 2003

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 August 12, 2003 and your letter of September 16, 2003 concerning trip rates and our discussions related to establishing trip rates.

This committee is agreeable to implementing the following trip rates:

Klamath Falls, OR – Eugene, OR (RT33 Pool)

Trip Rate: Conductor - \$228.02; Brakeman - \$

Flip Trip Rate: Conductor - \$473.60; Brakeman - \$443.62

Portola, CA – Winnemucca, NV (RT49 Pool)

Trip Rate: Conductor - \$234.22; Brakeman - \$219.58

Flip Trip Rate: Conductor - \$505.90; Brakeman - \$474.15

Winnemucca, NV – Elko, NV (RT46 Pool)

Trip Rate: Conductor - \$171.73; Brakeman - \$161.03

Flip Trip Rate: Conductor - \$341.82; Brakeman – 320.44

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)

This committee will refer the following two issues 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.
2. Meal allowance on deadhead trips was not included in the trip rate calculation.

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

Sincerely yours,

J. Kevin Klein
UTU General Chairperson

cc: Mr. Arty Martin, UTU Vice President
Mr. Tim Andersen, Local Chairperson, UTU 1573
Mr. Rod Nelms, Local Chairperson, UTU 1043
Mr. Gary Metzdorf, Local Chairperson, UTU 1200

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

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

Portola to Elko – RT44 (348 miles)

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

\$0.36 (imbedded ITD/FTD) / .4656 = .77 minutes, rounded to 1

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

Post-85 – OT after 21 hours 25 minutes now **21 hours 26 minutes**

Winnemucca to Elko – RT46 (137 & 143 miles)

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

\$9.44 (imbedded ITD/FTD) / .4656 = 20.27 minutes, rounded to 20

Pre-85 - OT after 8 hours, now **8 hours and 20 minutes**

Post-85 – (when paid 137 miles) OT after 8 hours and 26 minutes, now **8 hours and 46 minutes**
(when paid 143 miles) OT after 8 hours and 48 minutes, now **9 hours and 8 minutes**

Sparks to Elko – RT44 (313 miles)

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

\$1.25 (imbedded ITD/FTD) / .4656 = 2.68 minutes, rounded to 3

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

Post-85 – OT after 19 hours and 16 minutes, now **19 hours and 19 minutes**

Portola to Winnemucca – RT49 (211 miles)

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

\$1.80 (imbedded ITD/FTD) / .4656 = 3.87 minutes, rounded to 4

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

Post-85 – OT after 12 hours and 59 minutes, now **13 hours and 3 minutes**

Klamath Falls to Eugene – RT33 (198 miles)

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

\$0.88 (imbedded ITD/FTD) / .4656 = 1.89 minutes, rounded to 2

Pre-85 - OT after 9 hours and 54 minutes, now **9 hours and 56 minutes**

Post-85 – OT after 12 hours and 11 minutes, now **12 hours and 13 minutes**