

Subj: **Arizona Hub Trip rates**  
Date: 10/29/2004  
To: [alweed@up.com](mailto:alweed@up.com)  
CC: [lb7059,rrcon@comcast.net](mailto:lb7059,rrcon@comcast.net), [bruceholder@netzero.net](mailto:bruceholder@netzero.net), [gedayton@comcast.net](mailto:gedayton@comcast.net),  
[wjaysmith@earthlink.net](mailto:wjaysmith@earthlink.net), [lwpart999](mailto:lwpart999)

October 29, 2004

Mr. Alan L. Weed, Director Labor Relations  
Union Pacific Railroad Company  
1400 Douglas Street STOP 0710  
Omaha, Nebraska, 68179-0710

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 and your letter of September 9, 2004 concerning trip rates and our discussions related to establishing trip rates.

This committee is agreeable to implementing the following trip rates:

Tucson - Yuma (RT71 Pool)

Trip Rate: Conductor - \$288.52; Brakeman - \$270.51

Flip Trip Rate: Conductor - \$609.46; Brakeman - \$571.31

Tucson – El Paso (RT70 Pool)

Trip Rate: Conductor - \$357.03; Brakeman - \$334.72

Phoenix - Yuma (RT74 Pool)

Trip Rate: Conductor - \$306.65; Brakeman - \$287.50

Flip Trip Rate: Conductor - \$666.97; Brakeman - \$625.21

Tucson – Phoenix/Nogales (RT73 Pool)

Trip Rate: Conductor - \$156.44; Brakeman - \$146.72

The Flip Trip Rates in the Tucson – El Paso (RT70 Pool) and the Tucson – Phoenix/Nogales (RT73 Pool) are in dispute.

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 discussions, 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.

The additional mileage payment to crews used to Alfalfa Yard in El Paso will continue.

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.

It is our understanding that the above referenced trip rates will be implemented November 1, 2004

Sincerely yours,

J. Kevin Klein  
UTU General Chairperson  
Union Pacific Western Lines

cc: Mr. Arty Martin, UTU Vice President  
Mr. Ron Puckett, Local Chairperson, UTU 807  
Mr. Loren Balthazor, Local Chairperson, UTU 1629

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

**Current applicable SP Western Lines rules on overtime (Southwest Hub Agreement, Article VI, D.1.)**

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) Tucson to Yuma – RT71 (254 miles)**

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

\$1.03 (imbedded ITD/FTD) / .4656 = 2.21 minutes, rounded to 2

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

Post-85 – OT after 15 hours and 38 minutes, now **15 hours and 40 minutes**

**2) Tucson to El Paso – RT70 (310 miles)**

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

\$1.43 (imbedded ITD/FTD) / .4656 = 3.07 minutes, rounded to 3

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

Post-85 – OT after 19 hours and 5 minutes, now **19 hours and 8 minutes**

**3) Phoenix to Yuma – RT74 (278 miles)**

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

\$0.43 (imbedded ITD/FTD) / .4656 = 0.92 minutes, rounded to 1

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

Post-85 – OT after 17 hours and 6 minutes, now **17 hours and 7 minutes**

**Brakeman/Fireman calculation**

Southwest Hub	Jul-03	Jul-03	Jul-03
	Conductor Daily Basic	Brakeman Daily Basic	Fireman Daily Basic
	\$ 148.99	\$ 139.64	\$ 149.16
		93.7244%	100.1141%
Tucson - Yuma (RT71)	\$ 288.38	\$ 270.38	\$ 288.71
Tucson - El Paso (RT70)	\$ 357.02	\$ 334.71	\$ 357.43
Phoenix - Yuma (RT74)	\$ 306.65	\$ 287.50	\$ 307.00

Tucson Hub #1

Run/Pool Trip Rate	Implementation Date	7/1/2003 Condr Rate	7/1/2003 Bkmn Rate	Overtime Offset (minutes)
<b>Tuscon Hub</b>				
Tuscon to Yuma (RT71)	11/01/04	288.52	270.51	2
Tuscon to El Paso (RT70)	11/01/04	357.03	334.72	3
Phoenix to Yuma (RT74)	11/01/04	306.65	287.5	1
Tuscon to Phoenix (RT73)	11/01/04	156.44	146.72	7

Run/Pool Flip Rate	Date	Miles	Additive	Condr Rate	Bkmn Rate
<b>Tuscon Hub</b>					
Tuscon to Yuma (RT71)	11/01/04	508	2.53	609.46	571.31
Tuscon to El Paso (RT70)	11/01/04	620	2.95	745.46	698.77
Phoenix to Yuma (RT74)	11/01/04	556	1.93	666.97	625.21
Tuscon to Phoenix (RT73)	11/01/04	242	4.74	289.66	271.58