



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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September 27, 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 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:

El Paso – Alpine/Pecos (RT41 Pool)

Trip Rate: Conductor - \$250.83; Brakeman - \$235.18

Flip Trip Rate: Conductor - \$524.33; Brakeman - \$491.52

El Paso - Lordsburg (RT50 Pool)

Trip Rate: Conductor - \$177.59; Brakeman - \$166.54

Flip Trip Rate: Conductor - \$367.74; Brakeman - \$344.76

El Paso - Vaughn (RT44 Pool)

Trip Rate: Conductor - \$275.53; Brakeman - \$258.33

Flip Trip Rate: Conductor - \$568.39; Brakeman - \$532.81

Dalhart - Vaughn (RT36 Pool)

Trip Rate: Conductor - \$222.98; Brakeman - \$209.08

Flip Trip Rate: Conductor - \$467.49; Brakeman - \$438.25

Dalhart - Pratt (RT3 Pool)

Trip Rate: Conductor - \$279.71; Brakeman - \$262.25

Flip Trip Rate: Conductor - \$585.50; Brakeman - \$548.85

Pratt - Dalhart (RT51 Pool)

Trip Rate: Conductor - \$279.71; Brakeman - \$262.25

Flip Trip Rate: Conductor - \$585.50; Brakeman - \$548.85

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.

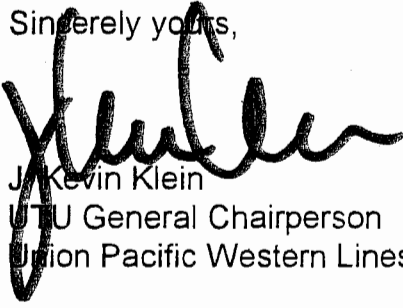
We are agreeable to one trip rate for the dual destination RT41 pool from El Paso to Alpine or Pecos, however the UTU Agreement to one trip rate in this dual destination pool is without precedent to other pool trip rate implementations. In addition, this committee's agreement to a trip rate in the RT41 pool is not to be considered as acquiescence that the UP's May 16, 2000, Notice to "establish interdivisional pool freight service with home terminals of El Paso and Sweetwater, Texas and a common away from home terminal of Peco, Texas" is proper.

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 ginning 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 October 1, 2004.

Sincerely yours,



J. Kevin Klein
UTU General Chairperson
Union Pacific Western Lines

cc: Mr. Arty Martin, UTU Vice President
Mr. Elmo Samaniego, Local Chairperson, UTU 1918
Mr. Carlos Fuentes, Local Chairperson, UTU 18
Mr. Tony Diaz, Local Chairperson, UTU 18
Mr. Bobby Bradford, Local Chairperson, UTU 923
Mr. Clayton Mills, Local Chairperson, UTU 1126

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) El Paso to Alpine/Pecos – RT41 (210 or 220 miles)

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

\$5.47 (imbedded ITD/FTD) / .4656 = 11.75 minutes, rounded to 12

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

Post-85 – (when run 210 miles) OT after 12 hours and 55 minutes, now **13 hours and 7 minutes**
(when run 220 miles) OT after 12 hours and 32 minutes, now **13 hours and 44 minutes**

2) El Paso to Lordsburg – RT50 (149 miles)

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

\$6.28 (imbedded ITD/FTD) / .4656 = 13.49 minutes, rounded to 13

Pre-85 – OT after 8 hours, now **8 hours and 13 minutes**

Post-85 – OT after 9 hours and 10 minutes, now **9 hours and 23 minutes**

3) El Paso to Vaughn – RT44 (229 miles)

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

\$13.22 (imbedded ITD/FTD) / .4656 = 28.39 minutes, rounded to 28

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

Post-85 – OT after 14 hours and 6 minutes, now **14 hours and 34 minutes**

4) Dalhart to Vaughn – RT36 (195 miles)

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

\$1.87 (imbedded ITD/FTD) / .4656 = 4.02 minutes, rounded to 4

Pre-85 – OT after 9 hours and 45 minutes, now **9 hours and 49 minutes**

Post-85 – OT after 12 hours, now **12 hours and 4 minutes**

5) Dalhart to Pratt – RT31 and RT51 (244 miles)

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

\$1.28 (imbedded ITD/FTD) / .4656 = 2.75 minutes, rounded to 3

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

Post-85 – OT after 15 hours and 1 minute, now **15 hours and 4 minutes**

Brakeman calculation

Southwest Hub #2

	Jul-03 Conductor Daily Basic	Jul-03 Brakeman Daily Basic
	\$ 148.99	\$ 139.64
		93.7244%
El Paso - Alpine/Pecos (RT41)	\$ 250.55	\$ 234.92
El Paso - Lordsburg (RT50)	\$ 177.56	\$ 166.51
El Paso - Vaughn (RT44)	\$ 275.30	\$ 258.12
Dalhart - Vaughn (RT36)	\$ 222.78	\$ 208.89
Dalhart - Pratt (RT31)	\$ 279.70	\$ 262.24
Pratt - Dalhart (RT51)	\$ 279.70	\$ 262.24