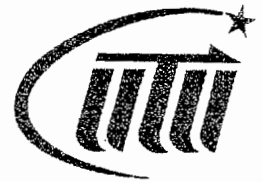


PAUL C. THOMPSON
International President

RICK L. MARCEAU
Assistant President

DAN E. JOHNSON
General Secretary and Treasurer



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January 17, 2006

J. Kevin Klein
General Chairperson, GO-887
501 Mission St., Suite A
Santa Cruz, CA 95060

RE: 1/17/06 – Union Pacific – Dispute regarding rehabilitation of 1st time
offenders of Drug and Alcohol Policy

Dear Sir and Brother:

This will acknowledge your correspondence dated January 17, 2006 wherein you request a Vice President be assigned to your Committee to assist in the resolution of a dispute involving the Carrier's denial of rehabilitation for members who are charged as 1st time offenders under Union Pacific's Drug and Alcohol Policy.

It is noted that the Organization views this denial of rehabilitation as a direct violation of the CBA, the Carrier's policy, and possible violation of federal, state, or local laws and statutes.

Please be advised that your request meets with approval and Vice President John W. Babler is assigned to assist your committee with the above-referenced issue.

A copy of this letter to Vice President Babler will serve as his authority to act and keep this office advised of the status of this matter via interim reports filed with the Field Service Department.

Fraternally yours,

A handwritten signature in black ink that reads "Paul C. Thompson". The signature is written in a cursive, flowing style.

Paul C. Thompson
International President

cc: R.L. Marceau, Assistant President
D.L. Hakey, Vice President – Administration
J.W. Babler, Vice President (w/encl.)