

# UNION PACIFIC RAILROAD COMPANY

## MEMORANDUM OF UNDERSTANDING #2701150722

Article I (A) of the Discipline Agreement dated October 25, 2006 provides:

*Existing agreements addressing the handling of discipline (the discipline portion of Article 57 and 58 of the Trainmen's Agreement; Article 19 and 30 of the Switchmen's Agreement) are revised and replaced by this Agreement.*

The handling of AWOL employees, employees recalled, and employees reinstated after dismissal has not been treated as a disciplinary matter, rather as a matter of contract. As such, Carrier understood those provisions regarding those matters were unaffected by the provisions of the October 25, 2006 Discipline Agreement. However, to simplify and standardize the handling of such cases the parties agree the following will apply to employees working under the Trainmen or Switchmen's agreements:


Employees absent without leave in excess of 30 days, or failing to respond to Carrier's letter of reinstatement after discipline or recall from furlough within 30 days from the postmark date or other third party evidence of transmittal of the letter, will be cited to attend an investigation to determine if there is any mitigating circumstance excusing the employee's failure to protect his/her employment with the Carrier. If none, the employee's seniority will be terminated. The provisions of Article V of the Discipline Agreement will apply to such investigation.

It is not the intent of the parties by this memorandum of agreement to change the status quo with regard to employees who are off account illness or injury. Carrier may properly require documentation concerning the severity and duration of the illness or injury when common sense dictates.

  
General Chairperson  
United Transportation Union  
Union Pacific Western Region

  
Director of Labor Relations  
Union Pacific Western Region

  
Ass't Director of Labor Relations  
Union Pacific Western Region

  
Director of Labor Relations  
Union Pacific