

# UNION PACIFIC RAILROAD COMPANY

Western Region - Transportation

Frank A. Tamisiea Dir. Labor Relations  
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**Mr. William J. Smith**  
**General Chairperson UTU**  
**501 Mission St. Suite A**  
**Santa Cruz, CA 95060**

Dear Sir


This refers to the parties' Letter of Understanding dated January 13, 2009, and our recent discussions relating thereto regarding a continuation in the suspension of Article XII (Termination of Seniority) of the 1985 UTU National Agreement.

The January 13, 2009 Letter of Understanding sets forth, in relevant part, "... *the parties' agreement to suspend application of Article XII of the 1985 UTU National Agreement until February 1, 2010.*" Additionally, said Letter of Understanding extended its application retroactively to any employee furloughed subsequent to September 1, 2007.

As we have discussed, it would appear to be in the parties' best interests to continue the suspension of Article XII. Accordingly, this letter shall confirm our agreement to extend the terms of the January 13, 2009 Letter of Understanding until March 1, 2011.

If the foregoing properly and accurately reflects our understandings regarding this matter, please so indicate by affixing your signature in the space provided below.

Agreed:

  
W.J. Smith  
General Chairperson, UTU

Yours truly,



F.A. Tamisiea  
Director-Labor Relations