

AGREEMENT

Between The

UNION PACIFIC RAILROAD

(Covers UP, MP & TP Collective Bargaining Agreements)

And The

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

The parties' recognize that employees may desire to split their annual vacation into weekly increments to allow the employees the flexibility to take vacation in a manner other than one continuous period. The following provides for annual vacation to be scheduled allowing the splitting of the qualified weeks of vacation.

IT IS AGREED:

Vacation schedules will be compiled sufficiently in advance of the calendar year in which vacation is taken in order to give the parties' notice of the vacation schedule. Employees will be allowed to split annual vacation in the following manner:

- 1.The senior employee will be allowed to make his/her first selection of the dates which they desire to take vacation. If an employee desires to split their vacation, the employee must wait until all other employees on the seniority roster have made their first selection. Once all employees have made their first selection, employees will be given their second , third, fourth, etc. choices in the same manner as the first selection was made.
- 2.The handling of vacation will be in accordance with the provisions of the National Vacation Agreement, as amended, and in particular, "The local committee of each organization signatory hereto and the representative of the Carrier will cooperate in assigning vacation dates."
- 3.This Agreement does not modify, adjust or change the National Vacation Agreement, as amended, but allows only for the vacation to be split into week increments.
- 4.This Agreement does not affect the Agreement dated March 12, 1992, providing for vacation taken a day at a time.

Signed this 25th day of April, 1996.

FOR BROTHERHOOD OF
ELECTRICAL WORKERS:

/S/ Vic Janeczek
GENERAL CHAIRMAN, IBEW

FOR THE UNION PACIFIC RAILROAD
COMPANY:

/s/ Dan Moresette
DIRECTOR LABOR RELATIONS