

AGREEMENT

Between

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

And The

UNION PACIFIC RAILROAD COMPANY

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This has reference to our recent discussion concerning establishment of a classification of Classroom Instructor for employees you represent covered by Union Pacific Railroad Company Collective Bargaining Agreement effective November 1, 1976, the Missouri Pacific Railroad Company Collective Bargaining Agreement effective June 1, 1960, the Texas & Pacific Railway Company Collective Bargaining Agreement effective August 1, 1969, the Missouri-Kansas-Texas Railroad Company Collective Bargaining Agreement effective January 1, 1957, the Chicago & North Western Transportation Company Collective Bargaining Agreement effective December 1, 1985, and the Collective Bargaining Agreement covering Communication employees on the Union Pacific Railroad Company effective July 1, 1977.

Effective October 1, 1995, a differential shall be established for Classroom Instructor subject to the following conditions:

- (1) Classroom Instructor - An employee designated by the Carrier to perform classroom instruction.
- (2) A differential allowance of fifty (50) cents per hour above the journeyman rate will be paid to journeymen for each hour actually spent performing Classroom Instructor work. When performing Classroom Instructor work for four (4) hours or less in any one day, employees will be paid the differential on an hourly basis with a minimum of one (1) hour; for more than four (4) hours in any one day, the differential will apply for that day.
- (3) There shall be no compounding or pyramiding of the above differential with any other differential.
- (4) This Agreement is limited solely to the matter of skill differential and this Agreement and any actions pursuant to it will not be used by either party in any manner with respect to the interpretation or application of any rule or practice. Classroom Instructor work is not to be considered within the scope of any Agreement and the parties recognize this work will not be performed exclusively by the craft.

Signed this 19th day of September, 1995.

FOR THE ORGANIZATION:

/s/ Vic Janacek

/s/ A. H. Gonzales

FOR THE CARRIER:

/s/ Dan Moresette

/s/ D. J. Smith