

January 12, 1995

230-27
230-29

MR V L JANECEK
GENERAL CHAIRMAN IBEW
620 NORTH CUSTER
NO PLATTE NE 691 01

Dear Sir:

This has reference to our discussion this date concerning time limits for recall notification furnished to furloughed employees.

As a result of our discussion and in an effort to standardize the process system wide for employees you represent covered by the Collective Bargaining Agreements between the Union Pacific Railroad Company effective November 1, 1976, as amended; the Missouri Pacific Railroad Company effective June 1, 1960, as amended; and, the Texas and Pacific Railway Company effective April 1, 1969, as amended, it was agreed that effective February 1, 1995, the following would supersede any provisions of the above three (3) Collective Bargaining Agreements that may be in conflict therewith:

"In the restoration of forces, senior laid off employees will be given preference in returning to service, if available within ten (10) days, and shall be returned to their former positions if possible. An employee's failure to report to service within ten (10) days of notification by certified mail to the last address of record will automatically terminate his service and seniority unless the ten (10) days is extended by mutual agreement between local committee and local managers. Recall letters will be issued in standard format."

If you are agreeable to amending the existing provision of the above-referred to Agreements to include the provision indicated herein will you please indicate in the space provided below.

Yours truly,

/s/ D. J. Smith

AGREED:

/s/ Vic Janecek
GENERAL CHAIRMAN, IBEW