

UNION PACIFIC RAILROAD COMPANY

June 4, 2003

230-31

MR V L JANECEK
GENERAL CHAIRMAN, IBEW
620 NORTH CUSTER
NORTH PLATTE NE 69100

**RE: Understanding regarding force reductions at locations where LEMT positions
Are established**

Dear Sir:

This refers to the Locomotive Electrical Maintenance Technician (LEMT) Agreement dated January 10, 2000 and our discussions concerning the method of reducing forces at locations where LEMT positions are established.

It is our understanding that in the event a force reduction occurs at a location where LEMT positions are established, the junior most electrician regardless of being assigned to an LEMT position shall be furloughed from service.

This Agreement is made to address a unique circumstance and shall not be refers to hereinafter, either National or Local. If the above reflects our discussion, please sign in the space provided below and return 2 originals to my office.

Yours truly,
/s/ Dan Moresette

CONCUR:

/s/ Vic Janecek
GENERAL CHAIRMAN, IBEW