

UNION PACIFIC RAILROAD COMPANY

230-31

June 4, 2003

MR V L JANECEK
GENERAL CHAIRMAN, IBEW
620 NORTH CUSTER
NORTH PLATTE NE 69101

Dear Sir:

The Parties have discussed the need on several occasions to modify the establishment of seniority to address certain circumstances that have arisen recently. In order to eliminate any potential concerns in the future with regard to how employees will be ranked on the respective seniority rosters, the following shall establish the procedures for ranking employees when two or more employees are employed at a point on the same date. This Agreement shall apply to all Collective Bargaining Agreements in effect with the Union Pacific Railroad on this date. Ranking shall be determined in the following sequence:

1. Employees with continuous service in the IBEW craft with the employee having the most continuous service ranked 1st.
2. Employees with continuous service in a shop craft with the employee having the most continuous service ranked 1st.
3. Employees with continuous service in a non-operating craft with the employee having the most continuous service ranked 1st.
4. Employees with prior non-continuous service in a shop craft with the UPRR or another railroad.
5. Employees with continuous service in an operating craft with the employee having the most continuous service ranked 1st.
6. Employees with IBEW affiliation but no prior railroad service.
7. All other employees.

In the event the above scenarios present a situation where two or more employees have an equal standing, then such employees shall be ranked by using their last four digits of the Social Security Number, with the employee with the lowest number ranked first.

If the above reflects our understanding, please sign in the space below indicating your concurrence.

Yours truly,
/s/ Dan Moresette

CONCUR:

/s/ Vic Janecek
GENERAL CHAIRMAN, IBEW