

UNION PACIFIC RAILROAD COMPANY

March 25, 2004

File 230-43

Mr. Vic Janecek  
General Chairman, IBEW  
620 North Custer  
North Platte, NE 69101

Dear Sir:

This letter is to confirm our conference of March 25, 2004, in which we discussed Rule 13 – Seniority – Establishment of contained in the Agreement dated December 1, 1985, between the Chicago and North Western Transportation Company and the International Brotherhood of Electrical Workers. During our discussion, it was agreed that Rule 13 is hereby revised and amended to read as follows:

- (a) Applicants for Employment – An applicant for employment will be required to fill out and execute the Carrier's application forms, and pass required physical and visual examinations, and furnish proper reference as to previous experience and ability to perform the class of work for which application is made. If application is not disapproved within ninety (90) working days from commencement of service, the application will be considered as having been approved, unless it is found that false information (such information being of a nature which would have prevented the Carrier from hiring) has been given, in which event applicant will not be dismissed without an investigation. Information pertaining to an employee's previous work experience and pertinent to qualification as a journeyman will be furnished to the Local Chairman.
- (b) Seniority between two or more employees employed on the same date on the same seniority roster will be determined first by service date with the Carrier and if service dates are equal, by the last four (4) digits of their social security numbers, the lowest number being ranked first.
- (c) Ninety (90) days service shall be proof of competency and when so established, seniority rights will begin from date employed.
- (d) Seniority of employees shall be confined to the craft, class and seniority district or point at which employed.

This agreement will supersede existing provisions of the Schedule Agreement dated December 1, 1985. This agreement is effective March 25, 2004, and will remain in effect until cancelled or amended pursuant to the provisions of the Railway Labor Act, as amended.

Yours truly,  
/s/ Dan Moresette

Agreed:

/s/ Vic Janecek  
General Chairman IBEW