

UNION PACIFIC RAILROAD COMPANY

December 20, 2001
Carrier file: 230-21

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

SUBJECT: Modification of the August 30, 1977 Letter Agreement between the Union Pacific Railroad Company and the International Brotherhood of Electrical Workers [IBEW] providing for leaves of absence for intercraft transfers

Dear Sir:

This is in reference to our several discussions concerning modifying the Agreement dated August 30, 1977 that provides for granting leaves of absence to shop craft employees seeking to transfer to other crafts.

It is agreed that the August 30, 1977 Agreement is cancelled and is superseded by the following:

Electricians governed by the Schedule of Rules Agreement effective November 1, 1976 between the Carrier and System Federation No. 105, Railway Employees' Department [UPRR/IBEW Shop Craft Agreement] may be granted a leave of absence shall be for a period of 90 days or 90 days from the date the transferring employee completes any required probationary or training period, whichever is longer.

The transferring employee shall maintain appropriate maintenance of membership fees payment to the IBEW during such leave of absence. Should the transferring employee fail to continue making appropriate union dues payment to the IBEW, the transferring employee's IBEW seniority shall be terminated.

An employee granted a leave of absence pursuant to this Agreement elects to return to an IBEW-represented position during the leave of absence period, the employee shall be governed by the provisions of Rule 21 of the UPRR/IBEW Shop Craft Agreement. Employees returning to an IBEW-represented position as provided herein shall relinquish all seniority established in any other craft by reason of the operation of this Agreement.

It is understood that this Agreement resolves a unique situation to the parties' mutual benefit. It shall not be cited by either party in any similar, or dis-similar situation in the future.

If the above meets with your approval, please sign all five execution counterparts and return two to me.

Yours truly,
/s/ Dan Moresette

AGREED:
/s/ Vic Janecek
General Chairman - IBEW