

MEMORANDUM OF AGREEMENT

Between The

Union Pacific Railroad Company

And The

International Brotherhood Of Electrical Workers

The purpose of this Memorandum of Agreement is to modify the provisions of the Collective Bargaining Agreements dated April 16, 1942 (reprinted 4/19/57) (SPRR-WL); April 15, 1967 (SPRR-EL); November 1, 1976 (UPRR); July 31, 1980 (DRGW); December 1, 1985 (CNW); February 16, 1937 (reprinted 1/1/56) (SPRR-WL MofW); and Agreement covering Telecom employees dated January 1, 2003, to standardize the employment application procedures for all employees covered thereby.

IT IS AGREED:

1. The following rule will be incorporated into each of the agreements listed above:

Applications – New Employees

The applications of new employees will be approved or rejected within ninety (90) work days. Employment of new employees may be terminated without formal hearing by disapproval of application within ninety (90) work days after the applicant begins work. When applicant is not notified to the contrary within the time stated, it will be understood that the application is approved, but this clause shall not prevent the removal from service of such applicant subsequent to the expiration of ninety (90) work days if it is proven that the information given in the application is false, provided such action is taken by the Carrier within three (3) years from the date the employee enters the service. This will not prohibit the Carrier from removing an employee from service after the expiration of the three (3) year period through the procedures of the discipline rule, if it was found the information was of such a nature that the employee would not have been hired if the Carrier had timely knowledge of it.

2. The foregoing supersedes any previous rules or agreements regarding competency, application approval, discipline or other subjects which conflict with the time frames set forth above, and such conflicting rules or agreements are hereby eliminated.

3. This Agreement does not amend the Union Shop Agreement requiring employees to become a member of the Organization within sixty (60) calendar days of the date the employee first performs compensated service.

If you are agreeable to the terms contained herein, please so indicate in the space provided below.

Signed this 21st day of December 2005.

FOR THE EMPLOYEES:
/s/ Vic Janecek
General Chairman IBEW

FOR THE CARRIER:
/s/ Dan Moresette
General Director Labor Relations