

UNION PACIFIC RAILROAD COMPANY

230-122
230-15
230-157

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

Subject: Understanding regarding pay for LEMTs required to work on Holidays

Dear Sir:

This refers to our several discussion concerning the payment due LEMTs that are required to work on an observed Holiday.

This will confirm our understanding that when LEMTs are required to work on an observed holiday, such employees shall be paid at the time and one-half rate of pay for all hours worked with a minimum of two hours and forty minutes at the time and one-half rate for two hours or less work.

Yours truly
/s/ Dan Moresette

AGREED:

/s/ Vic Janecek
General Chairman, IBEW