

Memorandum of Agreement

Between

Union Pacific Railroad Company

and the

**International Association of Sheet Metal, Airline & Rail
Transport Workers – Transportation Division (SMART-TD)
(Houston Hub)**

Englewood Yard 180-Day Pass Up Rule

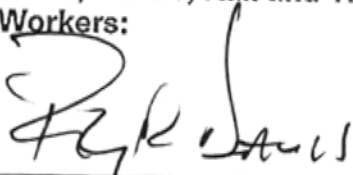
IT IS AGREED THE FOLLOWING WILL APPLY TO ALL EMPLOYEES ON THE ENGLEWOOD DAILY PREFERENCE.

- A. ANY EMPLOYEE HOLDING A POSITION ON THE ENGLEWOOD DAILY PREFERENCE BOARD ON APRIL 01 AND OCTOBER 01 EACH CALENDER YEAR, MAY PASS UP THEIR REST DAYS POSITION AND EXERCISE SENIORITY TO ANOTHER REST DAYS POSITION WHEREIN ANOTHER EMPLOYEE IS JUNIOR TO THEM OR THERE IS A CURRENT OPEN POSITION.
- B. ANY EMPLOYEE NOT PLACING A REQUEST TO ESTABLISH A DIFFERENT REST DAYS POSITION; IT IS UNDERSTOOD THE EMPLOYEE WILL REMAIN ON THEIR CURRENT REST DAY POSITION AND NOT BE MOVED UNLESS SENIORITY OTHERWISE DICTATES. EMPLOYEE CAN ONLY BE BUMPED (NOT FORCE BUMPED) TO ANOTHER DAILY PREFERENCE REST DAYS POSITION OR MOVED TO THE PROTECTING EXTRA BOARD SHOULD ALL REST DAY POSITIONS BE FILLED BY SENIOR EMPLOYEES.
- C. THIS AGREEMENT WILL SUPERSEDE THE FORMER SP RULE 17 (DAILY PREFERENCE AGREEMENT), ITEM (8).

THIS AGREEMENT SIGNED THIS 30th DAY OF SEPTEMBER, 2014
BECOMES EFFECTIVE OCTOBER 01, 2014. THIS AGREEMENT SHALL REMAIN IN
EFFECT UNTIL CANCELLED BY EITHER PARTY SIGNATORY HERETO BY SERVING
THIRTY (30) DAYS WRITTEN NOTICE UPON THE OTHER.

SIGNED THIS 30th DAY OF SEPTEMBER, 2014 IN SPRING, TEXAS

For the International Association of Sheet
Metal, Airline, Rail and Transportation
Workers:



Roy Davis
General Chairperson

For Union Pacific Railroad Company:



T. Gary Taggart
Director Labor Relations. Ops