

UNION PACIFIC RAILROAD
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May 14, 2018

Mr. Roy Davis
General Chairperson, SMART-TD
400 Randal Ways, Suite 102
Spring, Texas 77388

Dear Sir:

This Letter of Understanding (LOU) is in reference to our discussions regarding the party's intent to change the mechanism in which claims and grievances are exchanged through the appeals process pursuant to Article 1-A & B of the governing Memorandum of Claims Handling Agreement, dated November 4, 2014, which will be amended as expressed herein.

- 1) The parties will accept and acknowledge receipt of all grievance letters as provided in the above mentioned Rules by electronic format. Current email address is listed below, but may be subject to change upon prior notification to the Organization (SMART-TD Representatives).

(LABREL@UP.COM)

- 2) Responses will be sent to the Organization's Representative, (or his/her Designee) who wrote the correspondence in the same manner it is received.
- 3) The parties within its claims/grievances must include an email address for continued correspondence in the appeals process.
- 4) Only one grievance letter may be filed electronically at a time, i.e. attached to each e-mail, and it will be in a PDF format such as Adobe unless the parties agree otherwise.
- 5) The date the letter is electronically transmitted will be considered as the day it is received.

It is recognized the systems, processes and technologies used for delivery and exchange of information between Labor Relations and Union Officers, may likewise change. Thus, it is not the intent of this Letter of Understanding that a single technology, process or application would be forever used and never thereafter changed. Accordingly, the parties agree to work together to facilitate the delivery and exchange of claims/grievances information and to further improve the efficiency of such deliveries and exchanges when newer and changing technologies are available.

It is understood this LOU outlining use of electronic means of claims and grievance handling will remain in effect unless the parties mutually agree to cancel. If the foregoing properly reflects our understanding, please indicate your concurrence by signing and dating the spot indicated below.

Sincerely,

David L. Young



T. G. Taggart
LaborRelations

Concur:



Roy Davis
General Chairman - SMART-TD/IGN

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