

MEMORANDUM OF AGREEMENT
between the
UNION PACIFIC RAILROAD COMPANY
and the
UNITED TRANSPORTATION UNION
(Houston Hub)

It is Agreed:

The provisions of Article XIII, Section 4, of the 1985 UTU National Agreement concerning the promotion of trainmen into engine service will be amended on the Houston Hub Seniority District as provided below.

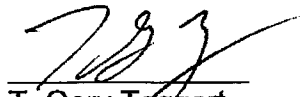
- A. Section 4-(2) of Article XIII requires trainmen who established seniority on or after November 1, 1985 to accept promotion into engine service in proper turn. The parties have agreed to amend this portion of Section 4 to force assign the junior trainmen to any position that is no bid, rather than the senior trainmen. In the application of this amendment the junior trainmen with a minimum of one year of seniority in train service in the Houston Hub will be force assigned to a position that is no bid.
- B. Any trainmen making application for promotion into engine service under Article XIII must also have a minimum of one year of service, as a trainman in the Houston Hub, in order to have his/her bid considered for promotion under Section 4.

If a trainman having less than one year of train service in the Houston Hub has experience in train service on another Railroad or another territory of the Union Pacific, and expresses a desire to enter into the engineers training program, the local chairman and manager may discuss the employees experience and agree to waive the one year of train service requirement on the Houston Hub.
- C. The one year of train service shall be measured from the scheduled starting date of the engineer train class.
- D. In the event there are no trainmen employed who established seniority on or after November 1, 1985, who have a minimum of one year of service as provided for within this agreement, the most senior trainmen who have less than one year of train service seniority will be forced into the engineers training program.
- E. Reference to "Houston Hub" refers to the portion of the Union Pacific property governed by the former IGN collective bargaining agreement.

Except for the items listed above, all other provisions of Article XIII of the 1985 UTU National Agreement will remain unchanged.

This agreement signed and will become effective on August 1, 2012.


Larry Bumpurs
General Chairman - UTU


T. Gary Taggart
Director - Labor Relations