

AGREEMENT

between

UNION PACIFIC RAILROAD COMPANY

and

SHEET METAL, AIRLINE, RAIL & TRANSPORTATION –

TRANSPORTATION DIVISION (SMART-TD)

**Palestine Combination (Conductor/Brakeman/Switchman
Extra Board**

IT IS AGREED:

- A. The Carrier may establish a Guaranteed Combination (Conductor/Brakeman/Switchman) Extra Board at Palestine, Texas to protect Longview Hub and Houston Hub trainmen and yardmen vacancies with an on-duty point of Palestine and other usual extra board work in and around Palestine, Texas.

NOTE 1: The Lufkin Extra Board may be required to supplement the Extra Board at Palestine for Houston Hub assignments if the Palestine Extra Board is exhausted.

NOTE 2: The Tyler Extra Board may be required to supplement the Extra Board at Palestine for Longview Hub assignments if the Palestine Extra Board is exhausted.

NOTE 3: It is not the intent of this Agreement for the Palestine Extra Board supplement the Houston, Longview, Tyler or Lufkin Extra Boards. Nor is it the intent for the Lufkin Extra Board protect Longview Hub assignments or the Tyler Extra Board protect Houston Hub assignments and/or performing hours of service for trains destined to Longview or Houston.

B. The Palestine Combination Extra Board shall be available by standing bid to trainmen from both Longview and Houston Hubs in the following order of selection, which will be repeated as necessary:

1. Houston Hub
2. Longview Hub
3. Houston Hub
4. Houston Hub
5. Longview Hub
6. Houston Hub
7. Houston Hub

NOTE 1: Trainmen of the roster to which these positions are designated will have preference to the position. If no standing bids from Longview Hub trainmen for a position designated to the Longview Hub roster, then the position will be awarded to the senior Houston Hub trainman with a standing bid for the extra board position, if any.

NOTE 2: If no standing bids from Houston Hub trainmen for a position designated to the Houston Hub roster, then the position will be awarded to the senior Longview Hub trainman with a standing bid for the extra board position, if any.

NOTE 3: If there are no standing bids for these positions from either the Houston or Longview Hubs the position will be filled by force-assignment pursuant to the applicable Agreement.

- C. This Extra Board will be governed pursuant to the existing Houston Hub Guarantee Extra Board Agreement.
- D. The Palestine Switchman's Extra Board may be suspended while the Palestine Combination Extra Board is operated.
- E. Employees assigned to the Palestine Combination Extra Board will receive a two (2) hour call prior to the on-duty time of the assignment.
- F. The Houston Hub sixty (60) day road/yard fence will not apply to employees assigned in Lufkin and or Palestine as long as the Palestine Combination Extra Board is operating.
- G. This Agreement may be cancelled by either party service thirty (30) days written notice to the other. Should a cancellation notice be served, the parties agree to meet in the intervening time or as mutually agreed to discuss issues precipitating its cancellation.

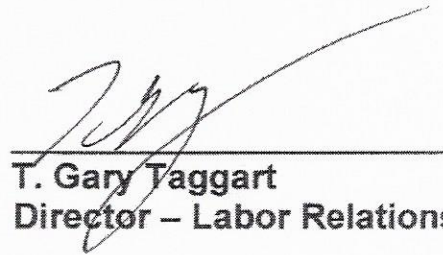
Signed in Houston, Texas this 2nd day of May, 2017.

For SMART-TD:

For Union Pacific Railroad
Company:



Roy Davis
General Chairman – SMART-TD



T. Gary Taggart
Director – Labor Relations



Steve Simpson
General chairman – SMART-TD