

# UNION PACIFIC RAILROAD COMPANY

Gary Taggart  
Director – Labor Relations



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**BUILDING AMERICA**

June 29, 2011

Mr. Larry Bumpurs  
General Chairman – UTU  
400 Randal Way  
Suite 102  
Spring, TX 77388

Dear Sir:

This refers to our discussion concerning Memorandum of Agreement dated June 10, 2000- Road Yard Bump Procedures.

The intent of this agreement was to prevent undue burden on the trainmen holding common Houston Hub seniority. Accordingly, Article III required employees to remain in road and/or yard service for a minimum of sixty (60) consecutive days before being allowed to move from road to yard and/or yard to road.

Recently, some employees have attempted to move between road and yard via bid process in less than sixty (60) days. Accordingly, in order to clarify the parties position regarding Article III, it is agreed, Article III – Movement Between Road and Yard is hereby changed to read as follows:

“Trainmen in a particular zone of the Houston Hub in road service may not exercise seniority to yard service in the Houston Hub unless the trainman has held a road assignment, for sixty (60) consecutive days.

If the trainman gaining a displacement right in road service has not held a road assignment for sixty (60) consecutive days but does not have sufficient seniority to hold a road assignment in the zone where displaced then the displaced trainman may:

- (1) Exercise seniority to road service at any location in the Houston Hub or
- (2) To yard service only in the zone where the displacement right was gained and must remain in yard service for a period of sixty (60) days seniority permitting.

**NOTE:** If the employee does not have sufficient seniority to hold an assignment provided in (1) and (2) above, he/she may exercise seniority to a yard assignment outside the zone where the

displacement was gained. He/she must remain in yard service for a period of sixty days seniority permitting.

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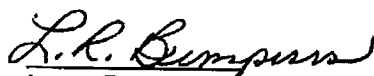
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**NOTE:** If the employee does not have sufficient seniority to hold an assignment provided in (1) and (2) above, he/she may exercise seniority to a road assignment outside the zone where the displacement was gained. He/she must remain in road service for a period of sixty days seniority permitting.

If this correctly reflects your understanding, please indicated in the space provided below, returning a signed copy back to the office.

Agreed:

  
Larry Bumpurs  
General Chairman - UTU

  
T. Gary Taggart  
Director Labor Relations