

UNION PACIFIC RAILROAD COMPANY



1416 DODGE STREET
OMAHA, NEBRASKA 68103

March 8, 2001

220-General
220-39

Mr. J. O. McArthur
General Chairman
P.O. Box 5100
Fallon, NV 89407

Dear Mr. McArthur:

This is to confirm our discussion concerning Memorandum of Agreement Covering "Incumbent Rates" for Certain Positions dated November 5, 1981, on the former CNW. This agreement allowed the listed employees to remain monthly rated until such time as they voluntarily vacate such position. During this conversation, you informed this office that some former CNW signal maintainers who remained monthly have shown an interest in going from a monthly rated position to an hourly rated position.

During these discussions, it was agreed that the Carrier would allow any monthly rated maintainer listed in Appendix "A" of the referenced memorandum agreement to voluntarily request to change to the current hourly rate subject to the rules of the collective bargaining agreement. The change will take effect on the first pay period after the fifteenth day from the date of written notice provided to the Assistant Director-GMS or other officer as the Carrier may designate.

If the foregoing correctly sets forth the understanding reached in conference, please sign in the space below.

Sincerely,

W. E. Naro

W. E. Naro
General Director Labor Relations

AGREED:

J. O. McArthur
J. O. McArthur
General Chairman BRS

APPROVED:

V. Van Artsdalen
V. Van Artsdalen
Vice President, BRS