

UNION PACIFIC RAILROAD COMPANY

MIKE PHILLIPS  
Director-Labor Relations

1416 Dodge Street  
Room 332  
Omaha, Nebraska 68179  
(402) 271-4112



February 13, 2003

Carrier File 220-44

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

Dear Sir:

This letter is to confirm our recent discussions regarding the temporary assignment of District Signal Foreman J. Braden to work in Seniority District 12 in connection with signal installation projects.

Based on our discussions and those you have had with Director Signal Construction Martin, we agreed that Mr. Braden may perform work in Seniority District 12 with the understanding that Mr. Braden will be paid at his time and one-half rate for work on that District. Also, the Carrier will assign another agreement signal department employee to work with Mr. Braden when Mr. Braden is performing work in the field. The parties further agree that this arrangement may be cancelled by either party upon thirty (30) days written notice. This agreement is without prejudice to either party's position in any other matters.

If the foregoing accurately sets forth our agreement, please indicate your concurrence in the space provided below. Thank you.

Yours truly,

A handwritten signature in cursive script, appearing to read "Michael D. Phillips".

Michael D. Phillips  
Director Labor Relations

I concur:

J. O. McArthur Date: 2-14-03  
General Chairman BRS

Approved:

George E. Lora Date: 2-14-03  
Vice President BRS