

UNION PACIFIC RAILROAD COMPANY



1416 DODGE STREET  
OMAHA, NEBRASKA 68179

November 6, 2003

L/R File: 220-62

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

Dear Sir:

This is to confirm our discussion concerning employees represented by your organization who desire to transfer into another craft.

At present there are no provisions in the collective bargaining agreement to allow transfers from the signal craft to another craft without forfeiture of seniority in the signal craft. We agreed that it would be beneficial to allow such employees the opportunity to transfer and retain their seniority in the signal craft during their probationary period in the other craft. To that end, it was agreed that Rule 62 of the agreement would be amended by adding the following section:

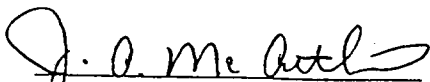
E. 1. Employees who accept transfer into another craft will retain their seniority rights under this collective bargaining agreement until their probationary period in the new craft is completed. Once an employee has completed their probationary period, he will forfeit all seniority rights under this collective bargaining agreement.

2. Employees who elect to return to a position covered by this agreement prior to the completion of their probationary period in the other craft must displace pursuant to Rule 52.

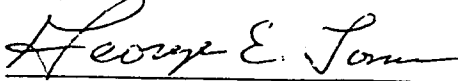
3. Employees, who transfer pursuant to this rule, must pay seniority retention fees until such time as they forfeit their seniority pursuant to Section E(1) above.

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

AGREED:

  
General Chairman, BRS

APPROVED:

  
Vice President, BRS

Yours truly,



W. E. Naro  
General Director Labor Relations