

W. E. NARO
GENERAL DIRECTOR, LABOR RELATIONS

UNION PACIFIC RAILROAD COMPANY

1416 DODGE STREET
OMAHA, NEBRASKA 68179



January 8, 2004

220-55

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

Re: Seaborn H. Wilbanks III

Dear Sir:

This letter has reference to your requested for moving expenses for Seaborn H. Wilbanks, III, EID#0401426, who was recently force assigned under the terms of Rule 55 of the Collective Bargaining Agreement (CBA).

During discussions regarding such force assignment, it was agreed that Mr. Wilbanks would be willing to accept a lump-sum transfer allowance in the amount of Eighteen Thousand Five Hundred Dollars (\$18, 500) in lieu of any and all other moving expenses, loss in sale of home benefits, and all other allowances provided under the terms of Article XII of the CBA. Mr. Wilbanks will be required to provide evidence to verify his change of residence to his new work location in Fernley, NV. It is also understood that the Organization will withdraw any and all grievances that have been filed on Mr. Wilbanks' behalf that relate to this matter.

This agreement is made in view of the particular circumstances involved in this case, is without prejudice to the position of either party as to the proper application of any provision of the current CBA, and therefore will not set a precedent in the future. Additionally, it will not be cited in the future except as it relates to Mr. Wilbanks' case.

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

Yours truly,

Handwritten signature of Wayne E. Naro in cursive.

Wayne E. Naro

General Director Labor Relations

AGREED:

J. O. McArthur 1-8-04
General Chairman BRS Date