

Memorandum of Agreement
between the
Union Pacific Railroad
and the
Brotherhood of Locomotive Engineers and Trainmen
(Former CNW properties)

Right of a demoted engineer to bump a junior engineer at another extra board location, if furloughed as a trainman

It is Agreed:

The parties have agreed to amend the existing agreements, to preserve the basic principles of seniority and give a demoted engineer the opportunity to displace a junior engineer working at another extra board location (working district) if furloughed as a trainman. Under this agreement a demoted engineer will be afforded the opportunity to exercise his/her engineers' seniority to another extra board location (working district) after being furloughed as a trainman. Demoted engineers who are furloughed will have the right to exercise their engineers' seniority, under the provisions of this agreement, only if a junior employee is working as an engineer at another location, on the same seniority district. This arrangement will be subject to the following conditions:

- 1) Engineers will only be permitted to exercise seniority on the seniority district where they hold engineers seniority, and only if fully qualified to work as an engineer (holding a current engineers license, rules card, etc)

- 2) Employees electing to utilize the option contained in this agreement will contact the BLET General Chairman's office, who will coordinate all seniority moves with CMS. CMS must be advised of the exercise of seniority, within 72 hours after the employee is furloughed (excluding

week ends). Failing to exercise this option within the 72 hour period will result in the forfeiture of this additional seniority move.

- 3) Engineers will be required to show up at the new location within 24 hours of CMS being notified of the exercise of seniority to the new location.
- 4) No lodging will be provided by the Carrier.
- 5) The Carrier will not be required to incur any additional costs in the extension of this additional seniority move, which includes familiarization or qualification trips if needed at the new location or the new assignment.
- 6) No claims will be filed or progressed as a result of this agreement.

This agreement is intended to prevent a junior engineer from remaining in active service, while a senior engineer is furloughed at another extra board location (another working district), on the same seniority district. The senior engineer has the option of displacing a junior engineer or may elect to go furloughed as a trainmen. An engineer electing not to exercise this option and choosing to go furlough as a trainman will not relinquish any seniority rights or standing on the engineers seniority roster.

This agreement is effective _____, 2009, and may be cancelled by either party serving a 15 day written notice to the other party.

B. MacArthur
BLET Gen. Ch.

T. Stone
Dir. Labor Relations