

UNION PACIFIC RAILROAD COMPANY



1416 DODGE STREET
OMAHA, NEBRASKA 68179

January 11, 1990

380.10-4

Mr. L. L. Nelson
General Chairman - UTU (C&T)
936 S. E. Ankeny Street - Suite F
Portland, Oregon 97214

Dear Sir:

This concerns our discussions of application of Article IX - Personal Leave of the basic Crew Consist effective September 15, 1980.

The parties agreed in Side Letter #30 of the Modified Crew Consist Agreement effective December 21, 1989, covering the Oregon Second/Third Seniority Districts that the restrictions imposed by the 1980 Crew Consist Agreement in the application and utilization of Personal Leave are no longer valid under the various Crew Consist Modification Agreements and that Personal Leave could be amended.

To coordinate all Seniority Districts, it was agreed that the Oregon First, Fourth/Fifth Seniority Districts and the Spokane International Trainmen, Regular and Extra, holding Personal Leave Entitlement under Article IX of the September 15, 1980 Agreement may request a paid personal leave day(s) to be deducted from their allotment when laying off. The employee will no longer need to wait for his/her train to be called as provided in the September 15, 1980 Agreement.

Extra men shall be paid in accordance with the provisions of the Guaranteed Extra Board Articles of the Modified Crew Consist Agreement. Regular men shall be paid in accordance with existing rules.

Example 1: An Extra man standing third out on the Board requests two (2) personal leave days at 10:00 AM on Monday. The employee is placed on personal leave (service permitting) and at 10:00 AM on Wednesday is placed to the foot of the Board.

Example 2: A Regular Pool Freight employee standing fourth out requests one (1) personal leave day at 10:00 AM on Monday. The employee is placed on personal leave (service permitting) and at 10:00 AM on Tuesday is marked back up for service. If his turn is out or called when he is marked up, he will rejoin his assignment upon it's return to the Home Terminal. The employee will not be available for call until 10:00 AM on Tuesday.

If the foregoing correctly sets forth the understanding reached in conference, please affix your signature below.

Yours truly,



W. S. Hinckley
Director Labor Relations

AGREED:


General Chairman - UTU (C&T)