November 1, 1989

M. L. Janovec
Director - Labor Relations
Union Pacific Railroad Company
1416 Dodge, Room 332
Omaha, NE 68179

Dear Sir:

In the negotiations which lead to the ratification of the Memorandum of Agreement modifying the Seniority Zone 100 Agreement , questions arose concerning the application of Section (e)(4)(2) of the agreement as it pertained to an employees' obligation to protect their conductor's seniority.

It was understood that the intent of Section (e)(4)(2) would not modify Section 9 of the Dual Rights Agreement, and employees working in yard service will be required to protect their conductor's seniority as provided for under the provisions of Item 92(a-5) of the current Road Schedule of Rules.

If this accurately reflects our understanding, please indicate by signing below, returning one original to this office.

Yours truly,