November 1, 1989

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

Dear Sir:

In our negotiations leading up to the ratification of the Memorandum of Agreement modifying the Seniority Zone 100 Agreement, it was understood that it was intended that Section (e)(3)(b) apply to only those Zone 100 employees hired subsequent to March 16, 1984,

The Agreement dated April 9, 1973 (Stay-at-Home Agreement, Nebraska and Kansas Divisions), will apply to employees hired prior to March 17, 1984.

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

Yours truly,