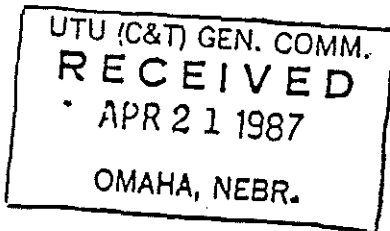


UNION PACIFIC RAILROAD COMPANY



April 20, 1987

013-23(84)-2

Mr. G. A. Eickmann
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Omaha, NE 68114

Mr. C. L. Barrett
General Chairman, UTU(E)
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8835 S.W. Canyon Lane
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Gentlemen:

This refers to your letter of April 8, 1987 and our previous discussions regarding the proper application of Article XIII of the UTU National Agreement of October 31, 1985.

You will recall Mr. Barrett and Mr. Meredith agreed to the following interpretation of Article XIII:

- "(1) Switchmen used as hostlers/hostler-helpers under Section 1(10)(c) of Article XIII, on temporary vacancies will not establish any seniority in hostling (engine) service.
- "(2) Employees selected for engine service under Section 3 - Retention of Seniority - and Section 4 - Promotion - will be used on permanent vacancies of engineer, firemen on a designated position in passenger service, hostler or hostler-helper. These employees will acquire seniority in engine service in accordance with applicable rules."

In our meeting on November 10, 1986 we agreed to the following interpretation regarding the filling of permanent hostler vacancies:

- (1) When the Carrier knows a permanent hostler vacancy is imminent, a candidate will be selected for the Engine Service Training Program.
- (2) The candidate will be selected in accordance with Section 3 of Article XIII of the new UTU National Agreement. The announcement of the opportunity to go into engine service will be bulletined to employees holding seniority on the corresponding road trainmen seniority district.

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- (3) While the selected individual is in the Engine Service Training Program (this refers to the time the selected individual is in the "formal" training program, i.e., that portion of the training program which includes classroom training, student trips, etc., and is not to exceed six months), the hostler vacancy will be regarded as a temporary vacancy and no engine service seniority will be awarded for employees working the position. If the Organization requests, the hostler vacancy will be filled on a "permanent" rather than day-to-day basis, but still with no engine service seniority awarded.
- (4) After the selected employee successfully completes the Engine Service Training Program, the employee is to exercise engine service seniority in accordance with applicable rules.

I trust this correctly states the understanding we reached during our November 10, 1986, meeting.

Yours truly,


E. E. MARGASON

General Director-Labor Relations

ACCEPTED:


General Chairman, UTU (C&T)


General Chairman, UTU (E)

cc: Mr. B. A. Boyd, Jr.
Vice President, UTU
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