



July 11, 2017

Mr A L Weed
Assistant VP, Labor Relations
Union Pacific Railroad Company
1400 Douglas Street, Stop 0710
Omaha, NE 68179

Dear Mr Weed:

This is in reference to Carrier's May 15, 2017, revised attendance policy. According to Question and Answer 7, Carrier will now consider employees to be "avoiding work and failing to protect one's employment on a full time basis" when they exercise their contractual right to compensated time off by using Personal Leave and Single Vacation Days.

This unilateral change to the status quo must be removed from Carrier's attendance policy immediately. Should Carrier unwisely elect to disregard this demand, the General Chairmen signatory to this letter retain the right to utilize any legal means available under the Railway Labor Act to maintain the status quo.

Sincerely,

Brent Leonard
General Chairman

Al Nowlin
General Chairman

Jerry Kalbriell
General Chairman

Roy Davis
General Chairman

Steve Simpson
General Chairman

Gary Crest
General Chairman

cc: J Previsich, TD President
K Brodar, General Counsel
C Scott, EVPO, UPRR