



BUILDING AMERICA[®]

March 30, 2020

Mr. Tony Cardwell
General Chairman, BMWED
1828 East Fort Union Boulevard
Cottonwood Heights, UT 84121

RE: Modification of Bulletin Cycles

General Chairman Cardwell,

This letter of agreement is the result of the parties' desire to have consistency among the bulleting cycles of the July 1, 2001 (UP), November 1, 2001 (former C&NW), and December 31, 2003 (former SPWL) agreements. The following rules will be amended as follows:

Rule 20 of the July 1, 2001 Agreement, Paragraphs C and F will be amended to read:

(c) Employees, whether furloughed or actively employed, desiring bulletined positions will submit their application through the integrated voice recognition (IVR) or website (currently iTrakForce) systems during the advertisement period which will be open continuously effective at 9:00 A.M. Central Time each Thursday, and closing at 11:00 A.M. Central Time on the following Monday. When more than one vacancy or new position is bulletined at the same time, employees will have the right to bid on any or all of the positions bulletined, stating their order of preference. Once the advertisement period has closed, employees will not be allowed to withdraw their applications.

Assignments will be issued through the IVR and iTrakForce systems, and become effective, no later than 7:00 A.M. Central Time on the following Friday. Assignment information will be available through the IVR and iTrakForce systems until 7:00 A.M. Central Time on the following Monday.

(f) Successful applicant will be released and permitted to move to the new assignment on the following Monday or as soon as provisions can be made for the employee's release, but, in no event, will such employee be held on the former position for more than ten (10) calendar days from the date of assignment, unless mutually agreed to by the parties. Furloughed employees making application for an advertised position and who are assigned, will be required to report and protect their new assignment no later than the following Monday, unless an extension of time has been granted by the local supervisor involved.

Rule 16 of the November 1, 2001 Agreement, Paragraph A (in part) and Paragraph G (in whole) will be amended to read:

- A. Employees assigned to positions on bulletins must take position to which assigned within ten (10) calendar days, unless prevented from doing so by illness, leave of absence or other good and sufficient reason, or they shall forfeit rights to that position. Employees shall be released and permitted to move to the new assignment on the following Monday or as soon as provisions can be made for the employee's release, but in no event shall such employee be held on the former position for more than ten (10) calendar days from the effective date of the assignment, unless mutually agreed to by the parties. Employees failing to comply with these provisions shall be considered furloughed.

G. Employees, whether furloughed or actively employed desiring bulletined positions, will submit their application through the integrated voice recognition (IVR) or website (currently iTrakForce) systems during the advertisement period, which shall be open continuously effective at 9:00 A.M. Central Time each Thursday, and closing at 11:00 A.M. Central Time on the following Monday. Once the advertisement period has closed, employees shall not be allowed to withdraw their applications.

Assignments will be issued through IVR and iTrakForce systems, and become effective no later than 7:00 A.M. Central Time on the following Friday. Assignment information will be available through IVR and iTrakForce systems until 7:00 A.M. Central Time on the following Monday.

Rule 10 of the December 31, 2003 Agreement, Paragraph B will be amended to read:

(b) ASSIGNMENTS – Employees, whether furloughed or actively employed, desiring bulletined positions will submit their application through the integrated voice recognition (IVR) or website (currently iTrakForce) systems during the advertisement period which will be open continuously effective at 9:00 A.M. Central Time each Thursday, and closing at 11:00 A.M. Central Time on the following Monday. When more than one vacancy or new position is bulletined at the same time, employees will have the right to bid on any or all of the positions bulletined, stating their order of preference. Once the advertisement period has closed, employees will not be allowed to withdraw their applications.

Senior applicants for positions will be assigned through IVR and iTrakForce systems, and become effective, no later than 7:00 A.M. Central Time on the following Friday. Assignment information will be available through IVR and iTrakForce systems until 7:00 A.M. Central Time on the following Monday. The successful applicant will be released and permitted to move to the new assignment on the following Monday or as soon as provisions can be made for the employee's

release, but, in no event, will such employee be held on the former position for more than ten (10) calendar days from the date of assignment, unless mutually agreed to by the parties. Furloughed employees making application for an advertised position and who are assigned, will be required to report and protect their new assignment no later than the following Monday, unless an extension of time has been granted by the local supervisor involved.

This agreement shall remain in place for a period of twenty-four (24) months from date agreement goes into effect. The parties anticipate an effective date of April 23, 2020. It is understood either party may elect to cancel this agreement by serving written notice to the opposing party no later than sixty (60) calendar days prior to the date of expiration. In the event notice of cancellation is served, the parties shall make a good-faith effort to address and, if possible, resolve the issue(s) giving rise to the proposed cancellation. It is understood the General Chairman and System Officers will continue to have the same level of access to iTrackForce system as is currently permitted.

If canceled, the terms of the affected rules shall revert back to prior handling in accordance with applicable collective bargaining agreement, and the Carrier shall have thirty (30) calendar days to revert its bulletin system and implement the bulletin schedules. Absent timely notice of cancellation, the above-identified rule modifications shall be considered permanent following completion of the twenty-four (24) month test period. Any subsequent modification(s) shall require mutual agreement by the parties.

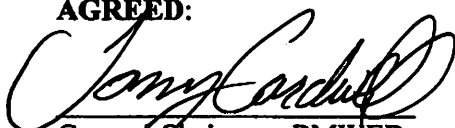
It is understood this agreement only applies to the bulletin cycles of the respective rules for each agreement identified herein and if not specifically addressed herein, all other provision of the respective rules will remain in effect and in force. If the foregoing correctly sets forth the parties' understanding, please sign in the space provided below.

Respectfully,

Derek E. Hinds

Derek E. Hinds
Director Labor Relations
Union Pacific Railroad

AGREED:


General Chairman, BMWED

AGREED:


Vice President, BMWED