

AGREEMENT
BETWEEN
UNION PACIFIC RAILROAD
AND
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES
PROVIDING
PAID TIME OFF FOR ILLNESS AND WELLNESS

This Agreement is made by and between Union Pacific Railroad (“UP” or the “Carrier”) and the Brotherhood of Maintenance of Way Employees as representative of UP employees in the Maintenance of Way (MoW) craft or class (“Employees”) pursuant to the Railway Labor Act, as amended, 45 U.S.C. § 151 et seq.

Effective April 1, 2023 and continuing on an annual calendar year basis each year thereafter, each Employee shall accrue 32 hours of paid sick time off (hereinafter referred to as “paid sick time” or “paid sick leave”) to be used for absences related to or resulting from physical illness, mental illness, off-duty injury, doctor and dental appointments, or medical conditions. The accrual of paid sick time off for a newly hired employee shall begin after the completion of the employee’s applicable probationary period. The number of hours of paid days for sick time off accrued for each Employee shall be prorated to 24 hours in 2023. The amount of paid sick time accrued by an employee in each year shall be pro-rated based on the dates on which an employee is eligible for paid sick leave as outlined in Appendix A of this Agreement. Each year’s annual paid sick time allowance, to the extent not utilized before the end of the year, shall not carry over for use in a subsequent year, but will be paid out as set forth in this agreement.

In addition to annual paid sick time, each Employee who meets the qualifying vacation requirements of Article X of the December 11, 1981 National Agreement and the qualifying paid personal leave requirements of Article IV of the December 2, 2022 Imposed National Agreement, as applicable, shall be permitted, in accordance with procedures adopted by the Carrier, to annually convert and utilize up to a maximum of three (3) personal leave days into up to 24 hours paid personal leave for use as paid sick time off. Employees that convert and utilize paid personal leave days as paid sick time off will be subject to the reporting requirements of this agreement as described below. There will be no duplication of payment for the utilization of paid personal leave days converted to and used for paid sick leave.

Each Employee shall be permitted to use paid sick time in a minimum of one (1) day increments. Employee may request to use paid sick leave in other than one (1) day increments to be approved at management discretion. All paid sick time shall be paid at the respective straight time hourly rate of pay of the position currently held by the Employee. If the Employee is unassigned at the time of use of paid sick time, the paid sick time off shall be paid at the respective straight time hourly rate of pay of the last position the Employee worked and was compensated.

A request for use of paid sick time off must be made at least seven (7) calendar days in advance of the use of paid sick leave when the need for such paid sick leave is foreseeable (e.g., a doctor’s

appointment or procedure that is scheduled at least 7 days in advanced of the absence). If paid leave is unforeseeable, the employee must report their use at the time of mark-off, or if that is not possible, then as soon as practicable in all instances, but in no instance later than the time of mark-off. Reporting shall be made by the Employee in accordance with Carrier instruction regarding notification for absences from work.

The Carrier may require an Employee to provide information or documentation to support a scheduled medical care appointment. Nothing in this Agreement is intended to change Carrier's existing return to work or fitness for duty processes or practices.

Unused paid sick time will be paid out within 30 days following the end of each calendar year (or at such earlier time as may be required by applicable law) at the Employee's straight time hourly rate of the position currently held by the Employee, less applicable withholdings. If the Employee is unassigned at the time of use of paid sick time, the paid sick time off shall be paid at the respective straight time hourly rate of pay of the last position the Employee worked and was compensated. The Carrier agrees to make reasonable efforts to amend its 401(k) savings plan for agreement employees ("Agreement 401(k) Plan") to permit an Employee's election to have an amount equal to the value of the Employee's entire unused paid sick time determined as of the end of the calendar year contributed as an elective deferral to the Employee's Agreement 401(k) Plan account, in lieu of the payment of such amount in cash. The Employee's election will not be implemented unless the Employee is otherwise eligible to participate in the Agreement 401(k) Plan during all or any portion of the last payroll period of the calendar year. The Carrier may adopt procedures for the making of such elections, including with respect to whether an election may be "evergreen" and carry over from one year to the next unless affirmatively changed. In the event of the death of the Employee, payment of all unused accumulated paid sick time will be issued to the estate of the Employee.

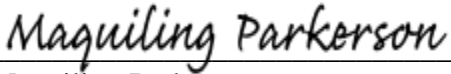
Paid sick time absences will be handled in accordance with the Company's attendance policy in effect at the time of the absence. Employees who are dismissed or suspended from service but whose discipline is subsequently removed or overturned through arbitration, voluntary settlement, or other means shall receive pay for paid sick time lost, in accordance with current practice and to the extent full back pay was awarded. The Employee shall also qualify for and be credited for accrued paid sick time to be used in the current year that the Employee would have otherwise received but for the arbitration award.

Other than as described in this Agreement, the provisions of the paid sick time benefit described herein shall have no effect on and in no way alter collective bargaining agreement terms regarding paid time off and the application thereof for the Employees, including but not limited to the use of paid vacation (National Vacation Agreement and the subsequent amendments thereto), paid personal leave days when not converted and utilized as paid sick leave, paid holidays (National Holiday Agreement and the subsequent amendments thereto).

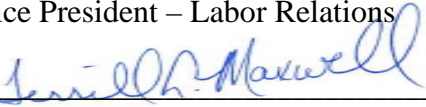
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AGREED, this 20th day of March 2023.

FOR UNION PACIFIC RAILROAD:



Maquiling Parkerson
Vice President – Labor Relations

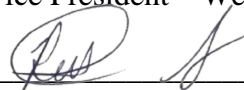


Terrill L. Maxwell
General Director – Labor Relations

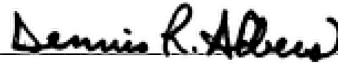
BROTHERHOOD OF MAINTENANCE
OF WAY EMPLOYEES:



Galen E. Owen
Vice President – West Region



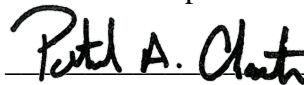
Reese N. Saulter
Vice President – South Region



Dennis Albers
General Chairperson



Brian Rumler
General Chairperson



Pat A. Charters
General Chairperson

Appendix A of Paid Time Off for Illness and Wellness

Eligibility (active employee)	Ratio	Sick Leave Hours
Jan 1 – Mar 31	4/4	32.0
Apr 1 – Jun 30	3/4	24.0
Jul 1 – Sep 30	2/4	16.0
Oct 1 – Nov 30	1/4	8.0
Dec 1 – Dec 31	0/4	0.0

Example A: Employee A was hired May 1, 2023. Employee A would be eligible for 24 hours of paid sick leave for FY 2023

Example B: Employee B is out on Medical Leave of Absence (MLOA) from January 1 through June 30. Employee B would be eligible for 16 hours of paid sick leave on July 1 for FY 2023

Example C: Employee C was hired October 15, 2023. Employee C would be eligible for 8 hours of paid sick time for FY 2023

BMWED Q&A for Paid Time Off for Sickness & Wellness Agreement

GENERAL QUESTIONS:

Q1: Who is covered under the Paid Time off for Sickness and Wellness Agreement?

A1: The Agreement covers craft professionals.

Q2: Is there criteria to be met before employee is eligible for paid sick time?

A2: Yes. Newly hired employees must complete probationary period. Employee must be assigned and working a position to be eligible for full or partial paid sick leave.

Paid Time Off:

Q3: How many days are allotted each year?

A3: 32 hours in 2024 and subsequent years. Paid sick hours in 2023 are prorated with a maximum number of hours is 24 hours.

Q4: Can I claim sick pay for days taken before April 1, 2023?

A4: No. Paid time will not be retroactive and can only be used for leave taken on or after April 1, 2023.

Q5: If I work an alternative work schedule working 10 hours (or any schedule other than an 8 hour day), may I elect to receive only 8 hours of pay and forfeit the remaining hours of scheduled work day without penalty under the attendance policy?

A5: Yes. The forfeiture of remaining hours will be treated as hours of unpaid sick leave.

Q6: Can I use paid sick leave for a family member?

A6: Yes. Paid sick leave is for self or family member use.

Q7: Does paid sick leave protect Holiday pay?

A7: No. Paid sick leave will not change or alter Agreement(s) or past practice for paid holidays.

Q8: If I lay off and do not specify paid sick leave, can I later back date the layoff?

A8: No. Employee must identify paid sick leave at the time of layoff. Any exception will be reviewed on a case-by-case basis and approved/denied at Management discretion.

Q9: Can I take paid sick leave in half day increments?

A9: Yes.

Q10: At what rate would any unpaid sick leave be paid out?

A10: 100% of straight time hourly rate of pay of the last position the Employee worked and was compensated

Q11: If I elect to convert paid personal leave days to sick days, will I be paid an equal number of hours as if I had taken as a personal leave day?

A11: Yes, personal leave days used as sick days will be valued according to existing on-property agreements.

Cash Payout or 401(k) Conversion:

Q12: Can I split unused paid sick leave between cash out and 401(k) option?

A12: No. All unused sick pay must be paid out in cash or contributed to a 401(k).

Q13: How do I elect a cash payout or contribution to my 401(k)?

A13: You will be asked to elect to receive the value of any unused paid sick leave less any applicable taxes in cash or as a contribution to your 401(k). Once finalized, the Carrier will distribute Q&A's about the election process.

Other:

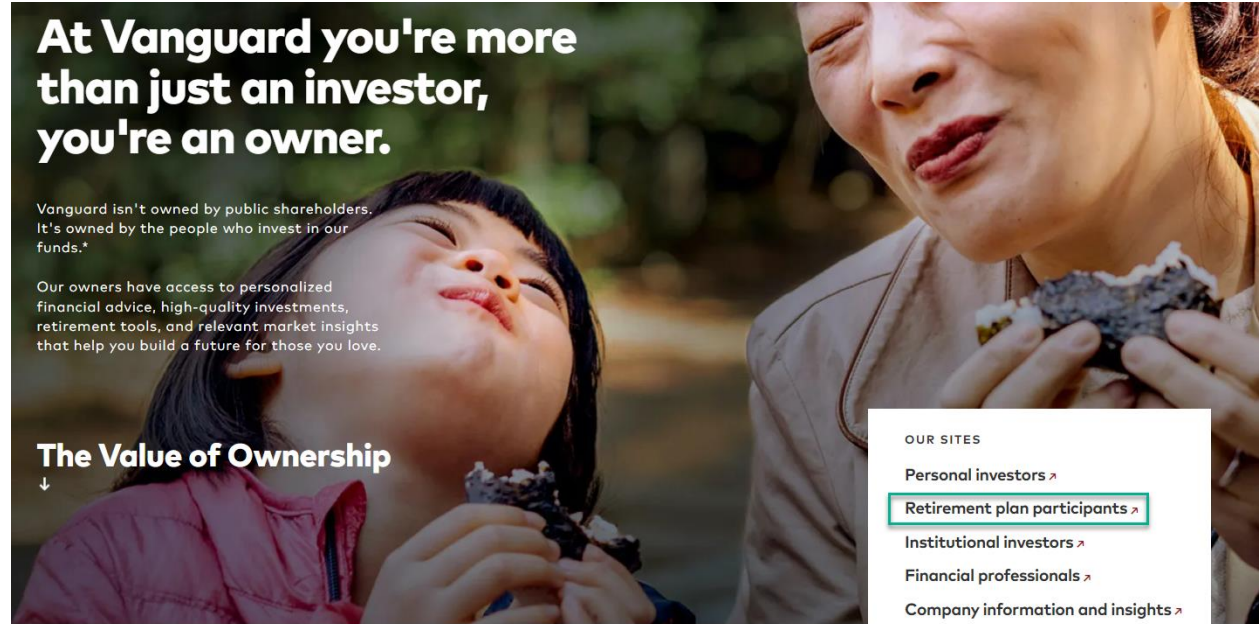
Q14: If I am an employee assigned and working more than 50 miles from home in an online gang, and I take a paid sick day during the work period with the intention of continuing the work period after I recover, will the Carrier pay for lodging for the day if requested?

A14: Yes. The employee would request lodging at the same time informing manager of need to use sick leave.

EXAMPLE: I am assigned to an online gang and working more than 50 miles away from home. I become ill between shifts and prior to the start of shift I inform my manager I am needing to use paid sick leave and I will need lodging for the same night. Employee will be reimbursed for the lodging portion of the daily per diem.

Unused Sick Pay Deferral – Participant election guide

Go to vanguard.com and select “Retirement plan participants”



At Vanguard you're more than just an investor, you're an owner.

Vanguard isn't owned by public shareholders. It's owned by the people who invest in our funds.*

Our owners have access to personalized financial advice, high-quality investments, retirement tools, and relevant market insights that help you build a future for those you love.

The Value of Ownership
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Unused Sick Pay Deferral – Participant election guide

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Get a closer look at your Vanguard retirement plan

Log in to get a complete picture of your plan account and help with reaching your financial goals.

Access your account

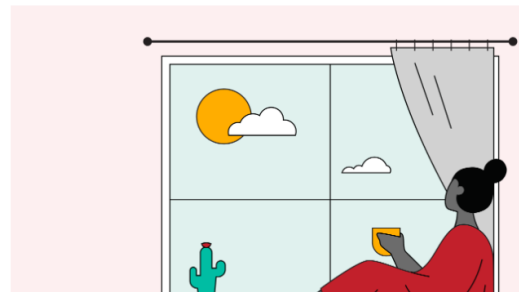
LOG IN

Register for online access

Enroll in your retirement plan

Looking for simple answers to life's complex financial questions?

Our online learning center is your go-to destination for quick-hit, easy-to-understand education and tools that will help you stay on top of your financial game.



LOG IN – Participant has already registered for the plan (or already has a Vanguard user name and password created)

Register for online access – Employee or participant has never registered for online access.

Enroll in your retirement plan – Employee has never elected to contribute to the Plan.

Unused Sick Pay Deferral – Participant election guide



Log in to your retirement plan

Not yet enrolled in a plan? [Enroll now.](#)

If you have a username and password for another Vanguard account, use that to log in to your retirement plan.

Username

Password

 [Show](#)

Vanguard passwords are between 6-20 characters and contain at least 2 numbers, 2 letters, and zero spaces.

Log in

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Unused Sick Pay Deferral – Participant election guide

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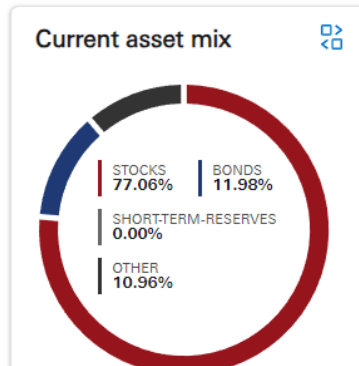
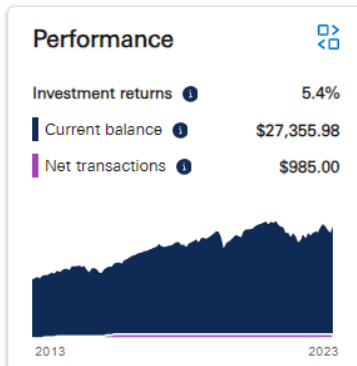
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Investments
Contributions
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Advice

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Retirement income calculator will give you a clearer picture.
Let's go!

DEMO QUALIFIED RETIREMENT PLAN



Unused Sick Pay Deferral – Participant election guide

Your current paycheck contributions

ROTH BASE PAY

15%

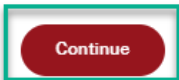
Go to our previous site to [change contribution amounts](#)

[See contribution details](#)

Save to the IRS limit

Use this tool to help you reach the annual IRS pre-tax and Roth limit in your 401(k) or 403(b) plan.

[Maximize my contributions](#)



Cancel

Unused Sick Pay Deferral – Participant election guide

Continue to follow the instructions until you receive the Confirmation page with confirmation number.



Change your paycheck deduction and annual increase election

What you should know

- Your paycheck deduction equals the amount withheld from each paycheck and invested in your employer-sponsored plan.
- Your paycheck deduction will be effective on or after December 8, 2023.
- Enter paycheck deductions. Use zero (0) for no deduction.

Your current paycheck deduction

Remember, each year you can save up to the IRS limit or your plan's limit, whichever is less. If your plan allows traditional after-tax contributions and you reach the limit before the end of the year, you may be able to save more by making after-tax contributions.

PRE-TAX BASE PAY		
Current	Range	New
0%	1%-50%	0 <input type="text"/> %

Unused Sick Deferral		
Current	Range	New
0%	0% or 100%	0 <input type="text"/> %

ROTH BASE PAY		
Current	Range	New
15%	1%-50%	15 <input type="text"/> %

Cancel

Continue



Paycheck deduction
Step 1 of 4

Paycheck deduction

Annual increase election

Review and submit

Confirmation

Learn more about ...

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[Learn about Roth contributions](#)

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