

MEMORANDUM OF AGREEMENT

Between

UNION PACIFIC RAILROAD COMPANY

And the

THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS & ENGINEERS

Central Region General Committee of Adjustment (former Missouri Pacific Upper Lines)

11/4 Work Group Pilot Project- Kansas City to Coffeyville

During negotiations both parties recognized the need to develop alternative scheduling programs that would provide time off on a scheduled basis and provide manpower to operate trains throughout the week. The parties agreed to develop a pilot combining an extra board and a pool, that work in the same direction, into a single list of engineers.

The Carrier and the General Chairman signatory to this agreement have jointly selected the MX283 RE44 (Kansas City to Coffeyville) pool and the MX283 XE45 (Kansas City zone 4) extra board to be combined into a single operation utilizing two board: MX283 XE40 and the MX283 XE44.

Board Definition-

MX283 XE44- First step for work in the pool (RE44 as made-up turns). Second step for work that ties up at home behind the XE40.

MX283 XE40- First step for all work that ties up at home. If XE44 is exhausted the XE45 may be called for pool work.

ARTICLE I - Operation

- A. Engineers will be assigned to this list with a work/rest cycle consisting of eleven (11) calendar days followed by four (4) set rest days.
- B. The list will designate work cycle groupings to accommodate full protection of service while other engineers observe their rest days. The work cycle refers to

time periods engineers are required to be available for call and does not reflect actual time on duty or off duty.

- C. The rotation for one work cycle group going off cycle and another group going on cycle will occur at 0759 hours. (i.e., employees returning from rest days may be called started at 0759 or upon mark up from their rest days and employees going into rest days begin at 0759.)

NOTE: The phrase "off cycle" refers to the days an engineer is observing their four (4) rest days. The phrase "on cycle" refers to the days an engineer is required to protect service.

- D. During the eleven (11) days on cycle, engineers will observe mandatory four (4) and one (1) work rest cycle.
 - a. Upon tie-up at the home terminal on an engineer's fourth or fifth consecutive start, as defined by the RSIA (also including dead-heads), the engineer will be placed into a mandatory 23 hours of undisturbed rest (UDR).
- E. Engineers returning from their four (4) day off cycle will be placed at the bottom of the XE44 at 0759.
- F. Beginning at 0759 on the eleventh (11) day, engineers who are going into their off-cycle period will be placed on the XE40 board and used on assignments that are scheduled to tie up at the home terminal or on work trains or outside point assignments that allow another engineer to be deadheaded to relieve such engineer at the end of their work cycle. In the event the XE44 is exhausted engineers may be used to work the pool and have their rest cycle adjusted to allow for the full 96 hours off from tie up at the home terminal.

Example: Engineer Rhodes is scheduled to start rest days at 0759 hours on Monday. On Sunday, Engineer Rhodes is called to work a through freight due to no one available on the XE44. All time spent on duty and away from home will be added to rest days, i.e. the rest days (96 hours) will start upon tie up at the home terminal.

ARTICLE II – Guarantee/Pay

- A. Engineers performing service historically covered by the MX283 RE44 will be governed by the work and pay rules, including all future GWIs and COLAs, historically associated with the RE44.

- B. Engineers performing service historically covered by the MX283 XE45 will be governed by the work and pay rules, including all future GWIs and COLAs, historically associated with the XE45.
- C. The XE40/44 will be guaranteed at the current MPUL Extra-Board Agreement Road guarantee amount including the bonus day. All future GWIs and COLA raises will apply.
- D. An engineer laying off in any non-compensated status shall have their guarantee forfeited for the half and be paid actual earnings.
 - a. All layoffs will be for 24 hours however, an engineer may contact CMS to mark up after a minimum of 12 hours.
 - b. Upon mark up employees will be placed at the bottom of the board.
- E. Engineer laying off in any compensated status shall have their guarantee handled in the historical manner as associated the MPUL Extra-Board Agreement covered by the UPCRGA.

ARTICLE III – Regulation and Exercising Seniority

- A. Assignment to this pilot will be handled by the Local Chairman and will be outlined in the implementation plan.
- B. Employees bidding into this pilot may not be bumped during the length of the pilot except by senior employees displaced from another work group. Vacancies will only be created if the Carrier chooses to add turns.
 - a. In the event the Carrier needs to add or cut turns, it will be done as follows:
 - i. Cuts: Work groups that have the most turns will be cut first with the “lowest” alphabetical group being cut first.
 - 1. For example: Work cycles A-G have four (4) turns, work cycles H-O only have three (3) turns. In the event of a cut, the junior in work cycle G would be reduced leaving three (3) turns in that cycle.
 - ii. Adds: Work cycles that have the least number of turns will be added to first with the “highest” alphabetical group added to first.

1. For example: Work cycles A-G have four (4) turns, work cycles H-O have three (3) turns. In the event of an add, work cycle H would be increased to four (4) turns. The senior bidder would be added to work cycle H.
 2. New positions added to the board will not be reduced until they have completed one complete work rest cycle.
- C. The Carrier will have sole responsibility for implementation and regulation.

ARTICLE IV– General Provisions

- A. Engineers will start their vacation on the day scheduled but will have the unrestricted ability to move their vacation forward or backward up to 96 hours.
- a. Engineers must notify CMS seven (7) days prior to the start of a scheduled week of vacation if they elect to move that vacation forward or backward. Failure to notify CMS seven (7) days prior will result in the vacation beginning on the Monday scheduled.
 - i. Example. Engineer Rhodes has a week of vacation scheduled for August 29th. He must notify CMS on or before August 22, if he intends to move it forward or backward.
 - b. For purposes of this pilot the ability to extend vacation forty-eight (48) hours is eliminated.
- B. The XE45/XE44 and associated away from home board will operate on first in first out process based on tie-up time.
- C. Local operations and requirements will be unchanged by this agreement.
- D. For purposes of this pilot, all oldheads will be suspended in and out of zone 4.

The implementation of this pilot project will last for a period not to exceed 90 days. Because this is a pilot program issues and grievances that arise should be immediately brought to the General Chairmen's attention so that he can handle with Labor Relations in an expeditious manner.

For the Carrier:

Rebecca Cates 9/27/22

Rebecca Cates
Director Labor Relations

Todd Plagman 9/27/22

Todd Plagman
Manager Labor Relations

For the Organization

Ronnie Rhodes 9/27/22

Ronnie Rhodes
General Chairman BLET

Kyle Bagby 9/27/22

Kyle Bagby
Vice-General Chairman BLET

September 27, 2022

Side Letter 1

Mr. Ronnie Rhodes
General Chairman – BLET
750 FM 1821
Linden, TX 95563

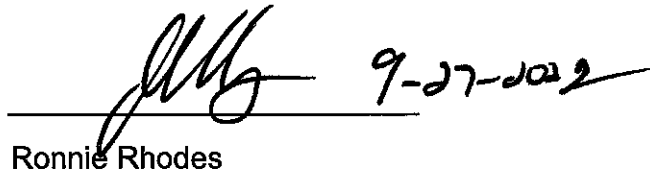
Dear Mr. Rhodes,

This is to confirm our discussions regarding employees assigned to this pilot that layoff union (LU). We have agreed that they will have their guarantee pro-rated (1/15th) for days in LU status.



Rebecca Cates

Director Labor Relations



Ronnie Rhodes

General Chairman-BLET

September 27, 2022

Side Letter 2

Mr. Ronnie Rhodes
General Chairman – BLET
750 FM 1821
Linden, TX 95563

Dear Mr. Rhodes,

Based upon our discussions this pilot will be implemented in the following manner.

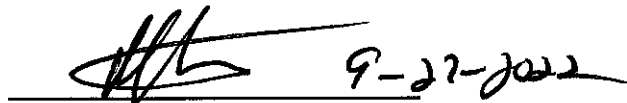
- By October 17, 2022, CMS will provide the Organization with the number of positions that will be assigned to the pilot, including the number of positions in each work group.
- On October 24, 2022, the Organization will provide the Carrier with the list of senior bidders to each position.
- On November 1, 2022, all positions will be assigned and the pilot will be the 90 day period.
- During the 90 day pilot any movement of vacation will be communicated to CMS by the Local Chairman the week prior (in compliance with the agreement language in Article IV (A)).
- In order to facilitate the transition into the pilot the blueprint board order, oldheads and self service seniority moves will be suspended October 17, 2022 for current RE44/XE45.

Any issues that arise regarding the implementation of this pilot will be discussed immediately between the General Chairman and the Director of Labor Relations so they can be handled in an expeditious manner.



Rebecca Cates

Director Labor Relations



Ronnie Rhodes

General Chairman-BLET

