



BUILDING AMERICA®

January 6, 2022

Mr. Luke Edington
General Chairman – SMART TD
5990 SW 28th Street #F
Topeka, KS 66614

(via email only)

Dear Mr. Edington:

This letter is in regards to recent conversations regarding application of the 12/16/99 UP – CNW Borrow Out Agreement at specific locations on the Union Pacific where there is a current need for borrow out employees from the former CNW territory. Item 7 of that Agreement states, in part, as follows:

At the expiration of thirty (30) days, following qualification to work at the new location, conductors may voluntarily relinquish the “borrow out” status.

We agree that for the borrow out bulletins being posted for former CNW territory employees to borrow out to North Platte, Nebraska within the next 30 days from the date of this letter, the Carrier may extend the 30-day requirement to 60 (sixty) days for those employees borrowing out under the terms of those bulletins. In other words, employees working under the CNW agreements who successfully bid bulletins to borrow out to North Platte within the next 30 days, they will not be allowed to relinquish their borrow out status until sixty (60) days following their qualification to work at North Platte. The March 22, 2013 interpretation letter between the parties will also be amended for the borrow outs to North Platte to sixty (60) days in the event an employee relinquishes their borrow out status prior to the 60-day requirement, they will not acquire displacement rights upon returning home. Additionally, we agree that the borrow out employees will be eligible for a \$300 daily bonus payment in addition to per diem and all other earnings.

If this properly reflects our understanding, please indicate by signing in the space provided below.

Respectfully,

Beth Wilderman
Director – Labor Relations

Luke Edington, General Chairman

1-6-22
Date