



October 12, 2021

Mr. Rod Doerr
Vice President - Labor Relations
Union Pacific Railroad Company
1400 Douglas Street, Stop 710
Omaha, NE 68179-0710

Dear Mr. Doerr:

This is to advise that the Organization strongly disagrees with Carrier's action to unilaterally require a vaccination as a condition of employment. We understand that OSHA has issued a Federal requirement (September 24, 2021), but Carrier has created new working conditions without negotiations with the Organization. We also recognize the seriousness of the pandemic, but such does not permit Carrier to institute an arbitrary policy, which will have a sweeping effect on the current working conditions at Union Pacific Railroad, rather than negotiate an agreement.

As the parties are currently in Section 6 bargaining, Carrier is required to maintain the status quo. This sweeping change to the current working conditions does not meet the standards as contained in the Railway Labor Act. The Act mandates that "Carriers and representatives of the employees shall give at least thirty days' written notice of an intended change in agreements affecting rates of pay, rules, or working conditions, and the time and place for the beginning of conference between the representatives of the parties interested in such intended changes shall be agreed upon within ten days after the receipt of said notice, and said time shall be within the thirty days provided in the notice."

Until Carrier meets with the Organization to negotiate in good faith, the Organization vehemently opposes any change to the requirements for employment by the members represented by SMART-TD.

By what authority does Carrier purport to act? Given the seriousness of this matter, please respond immediately in writing. The Organization also demands an immediate meeting regarding this matter, since the Railway Labor Act places an affirmative duty on the parties to "make and maintain agreements." Please advise when you can meet to discuss this important issue.

Finally, be advised that if Carrier unwisely decides to continue this or similar activities, this Organization will exercise its full rights under the law.

Sincerely,

Roy Davis

Roy Davis
General Chairperson
GO-577

Luke Edington

Luke Edington
General Chairperson
GO-953

Scott Chelette

Scott Chelette
General Chairperson
GO-927

Terry Dixon

Terry Dixon
General Chairperson
GO-569