

**MEMORANDUM AGREEMENT  
BETWEEN  
UNION PACIFIC RAILROAD COMPANY  
And**

**SMART – TRANSPORTATION DIVISION**

.....  
**Service Performed Outside of Assigned Bulletin In**  
**Short Turnaround Passenger Service**  
.....

**It is Agreed:**

1 - Trainmen who are assigned to work a regular bulletined assignment are considered as being required to perform service that is not included in the assignment's bulletin if they are:

- (a) Instructed to work a train beyond the stations listed for that train in the regular assignment bulletin , OR
- (b) Instructed to work a train that is not included in the regular assignment bulletin.

2 - If a trainmen assigned to work a regular bulletined assignment is required to perform service that is not included in the assignment's bulletin, that trainmen will receive additional compensation for all time beginning from the time the trainman starts service outside the assignment's bulletin until the time the trainmen either resumes service within the regular assignment bulletin, or finally goes off duty for that day at the home terminal of his/her regular assignment.

3 - The additional compensation will be on a minute basis, at the applicable rate, with a minimum of one hour, and will not be used to offset any daily or monthly guarantees the trainmen is entitled to. The additional compensation will be paid in addition to the full normal earnings of the regular bulletined assignment the trainmen is assigned to.

4 – It is not the intent of this agreement to usurp work from employees assigned to the extra board. If the carrier is aware that a vacancy exists before the calling time for that train, and extra men are available on any of the passenger service extra boards or on the freight extra boards that are required to cover passenger service, then those extra boards are entitled to that work.

5- The terms and conditions of this Agreement may be cancelled by either party upon serving a written ten (10) day notice.

Signed this 12<sup>th</sup> day of March 2014

For SMART:

  
M.J. Reedy – General Chairman

For the Union Pacific Railroad Company:

  
L.A. Ruf – Director Labor Relations

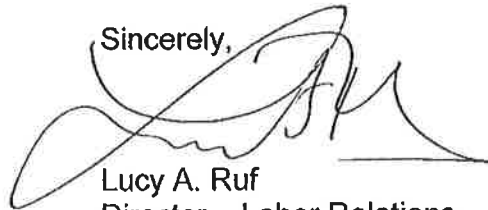
February 27, 2014

Mr. M.J. Reedy  
General Chairman – SMART/UTU  
307 W. Layton Avenue  
Milwaukee, WI 53207

Mr. Reedy:

It is understood, with respect to the implementation of the Service Performed Outside of Assigned Bulletin In Short Turnaround Passenger Service Agreement, any claims currently in the appeal process will be addressed under the terms and conditions of the aforementioned Agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lucy A. Ruf', written over a horizontal line.

Lucy A. Ruf  
Director – Labor Relations

I agree:

A handwritten signature in black ink, appearing to read 'Michael J. Reedy', written over a horizontal line.

Michael J. Reedy – General Chairman – SMART/UTU