

MEMORANDUM OF UNDERSTANDING UNION PACIFIC COMMUTER OPERATIONS COMBINATION RELIEF / EXTRA-BOARD ASSIGNMENTS

The intent of this understanding is to establish rules pertaining to Combination Relief / Extra Board Assignments (hereinafter "Hybrid Assignments"). These assignments will consist of a combination of scheduled relief days, days covering extra service, and assigned rest days.

MONTHLY GUARANTEES

The provisions of Rule 6 requiring monthly guarantees and daily build-up that apply to regular passenger service assignments will not be applicable to Hybrid Assignments.

SCHEDULED RELIEF DAYS

The minimum daily earnings on a scheduled relief day for a Hybrid Assignment will be \$177.03 for a conductor and \$167.54 for a brakeman (Note: 1/15th of the applicable extra board guarantee).

Trainman on Hybrid Assignments who are required to deadhead in connection with a scheduled relief day will be compensated for such deadheading in accordance with the November 15, 1999 Commuter Operations Deadhead Agreement. If the trainman claims deadhead pay under personal automobile rates and rules, he will be responsible for providing his own transportation to, and from the on-duty location, and to and from any necessary lodging if applicable for that tour of duty.

Days that an employee works in scheduled relief service, or assigned rest days, will NOT be considered as days that employee is assigned to a guaranteed position.

EXTRA BOARD DAYS

When employees assigned to Hybrid Assignments are required to protect the Extra Board their earnings will be guaranteed under the provisions established in Article III, of the October 8, 2003, Extra Board Guarantee Agreement.

Each day, or partial day, an employee assigned to a Hybrid Assignment is required to protect the extra board will be considered as one-day that the employee is assigned to a guaranteed position (Article III, Section II B), and the Guarantee will be pro-rated and adjusted for earnings accordingly.

If a trainman assigned to a Hybrid Assignment is assigned "further notice" to a regular assignment from the extra board, he will be relieved from that assignment the first time the assignment ties up after the trainman is scheduled to be released from extra-board service.

BONUS DAY

Employees assigned to Hybrid Assignments that remain marked up and available in accordance with their schedule during the entire pay period will be eligible for the bonus payment established in Article III, Section VI, of the October 8, 2003, Extra Board Guarantee Agreement.

This understanding will remain in effect until either party serves thirty (30) days written notice indicating their desire to cancel it.

for the Union Pacific Railroad

for the United Transportation Union



Greg Larson, Superintendent

8/26/04



David J. Wells, Local Chairman L-528