

UNION PACIFIC RAILROAD
1400 Douglas Street, STOP 0710
Omaha, Nebraska 68179

Sharon Boone General Director Non-Ops

February 5, 2013

280-4, 280-8

Mr. Jim Wisniski
General Chairman IBEW
8000 Main Street, Suite A
North Richland Hills, TX 76180

Re: PTC Senior Electronic Technicians

Dear Sir:

This has reference to our discussions regarding the unique need for PTC Senior Electronic Technicians to perform wayside remote radio and master base radio installations in support of Positive Train Control (PTC) implementation on the Union Pacific Railroad. In order to expedite this project and set expectations to meet the compressed time frame for installing these radios, the Organization and Carrier agree as follows:

1. The Carrier may establish bid PTC Senior Electronic Technician positions that will have an assigned headquarters on either Seniority Districts 1, 4 or 5. Such positions will be categorized as Class 1 positions.
2. The seniority of employees promoted to PTC Senior Electronic Technician positions is unaffected by the terms and conditions set forth herein. This Agreement does not, in and of itself, grant or extend any seniority rights or privileges at any location where an employee does not presently possess seniority pursuant to existing Agreement provisions. Similarly, this Agreement does not limit or extinguish any seniority rights or obligations, except for what may be specifically set forth in this Agreement, held by employees prior to the effective date of this Agreement.
3. PTC Senior Electronic Technician positions are additions to current staff. As such, vacancies created as a result of qualified employees bidding on and assigned to a PTC Senior Electronic Technician position will be backfilled consistent with current system vacancy procedures, i.e. as promptly as possible.
4. Employees assigned to PTC Senior Electronic Technician positions will be expected to travel and perform radio installation work anywhere within Seniority Districts 1, 4 and 5. When performing such work, the PTC Senior Electronic Technician will be considered "on-line" for that purpose and governed by the "on-line" provisions of Rules 31 and 32 of the Collective Bargaining Agreement when required to travel away from their bultined headquarters.

PTC Senior Electronic Technician

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5. The PTC wayside remote and master base radio installation project is considered a special project pursuant to Rule 8, Section O. Therefore, employees assigned to PTC Senior Electronic Technician positions will be considered on leave of absence from their bulletined headquartered position while performing work under this Agreement.
6. Employees filling a PTC Senior Electronic Technician position will receive Two Dollars (\$2.00) per hour for each hour worked during the period assigned to the PTC radio installation project. The Two Dollar (\$2.00) allowance is not subject to future general wage increases or cost of living allowances.
7. Rule 8 (O) penalties will not apply to these positions while performing PTC radio installations pursuant to this Agreement. Upon implementation of PTC on a Seniority District, the PTC Senior Electronic Technician(s) headquartered at that location, regardless if they are working on an adjacent Seniority District, will be released from the provisions of this Agreement and revert back to a Senior Electronic Technician at the location originally bid per Paragraph 1, above.

NOTE: Upon implementation of PTC as set forth herein, the Carrier may request, on a voluntary basis only, to hold employees assigned to PTC Senior Electronic Technician positions under the provisions of this Agreement not to exceed thirty (30) days following said implementation.

8. PTC Senior Electronic Technicians who work off their assigned seniority district during the PTC radio installation project will receive Three Dollars (\$3.00) per hour for work performed while off their district, in addition to the differential identified in paragraph 6, above, as well as any meals and lodging expenses covered by the terms of the Collective Bargaining Agreement. The Three Dollar (\$3.00) allowance is not subject to future general wage increases or cost of living allowances.
9. PTC Senior Electronic Technician positions may be required to work a consecutive compressed work half or work week as provided in Rule 2 (K) of the Collective Bargaining Agreement. Such arrangement is limited to this PTC radio installation project work only.
10. This Agreement is entered into to address a unique circumstance. This Agreement will not prejudice the position of either party, will not be referenced in connection with any other case, agreement negotiation (local or national) and/or dispute resolution and may be cancelled upon thirty (30) days written notice by either party to the other.

If you are in agreement with the terms above, please indicate your concurrence by signing and returning an original copy.

PTC Senior Electronic Technician

If you are in agreement with the terms above, please indicate your concurrence by signing and returning an original copy.

Yours truly,



AGREED:


General Chairman, IBEW

February 5, 2013

Side Letter No. 1
280-4, 280-8

Mr. Jim Wisniski
General Chairman IBEW
8000 Main Street, Suite A
North Richland Hills, TX 76180

Dear Sir:

This has reference to our recent discussions regarding the June 29, 2012 Agreement establishing PTC Senior Electronic Technicians positions, on Seniority Districts 2 and 3, to perform **wayside remote radio and master base** radio installations in support of Positive Train Control (PTC) implementation on the Union Pacific Railroad.

Specifically, the parties agreed to modify Sections 7 and 8 of the above referenced Agreement as follows:

"7. Rule 8 (O) penalties will not apply to these positions while performing PTC radio installations pursuant to this Agreement. Upon implementation of PTC on a Seniority District, the PTC Senior Electronic Technician(s) headquartered at that location, regardless if they are working on an adjacent Seniority District, will be released from the provisions of this Agreement and revert back to a Senior Electronic Technician at the location originally bid per Paragraph 1, above.

NOTE: Upon implementation of PTC as set forth herein, the Carrier may request, on a voluntary basis only, to hold employees assigned to PTC Senior Electronic Technician positions under the provisions of this Agreement not to exceed thirty (30) days following said implementation.

8. PTC Senior Electronic Technicians who work off their assigned seniority district during the PTC radio installation project will receive Three Dollars (\$3.00) per hour for work performed while off their district, in addition to the differential identified in paragraph 6, above, as well as any meals and lodging expenses covered by the terms of the Collective Bargaining Agreement. The Three Dollar (\$3.00) allowance is not subject to future general wage increases or cost of living allowances."

Yours truly,

Sharon Boone

AGREED:

Jim Rissel
General Chairman, IBEW