

MEMORANDUM OF AGREEMENT

between

UNION PACIFIC RAILROAD COMPANY

and

**THE UNITED TRANSPORTATION UNION
(Former Texas and Pacific Railway Company)**

ESTABLISHMENT OF San Antonio HUB ROAD "PASS-UP" RULE


As a result of implementing the San Antonio Hub and the desire to have one consistent rule governing road service Conductors' and Brakemen's rights to voluntarily "pass up" his or her assignment over the entire San Antonio Hub territory, **IT IS AGREED**

1. An employee working as a road service conductor or brakeman in the San Antonio Hub may elect to voluntarily pass up his/her assignment in accordance with the following conditions:
 - A. The employee must have been on the assignment for a minimum of thirty (30) consecutive calendar days.
 - B. The employee must notify the proper Carrier official of his or her election to pass up the assignment.
 - C. The employee must "ride the bulletin" during the applicable bulletin period, regardless of whether the assignment is at the home terminal or at an outside point.
2. The Carrier will not incur any additional expense as a result of an eligible employee's election under this rule.
3. This agreement supercedes any existing "pass-up" rules applicable to road crews.

4. This Agreement may be canceled by the serving of a twenty (20)-day advanced written notice on the other party. In the event such notice is served, the parties agree to promptly meet to discuss the issues or problems underlying the intended cancellation.
5. The provisions of this Agreement will be implemented on the payroll half following signature of both parties to the agreement.

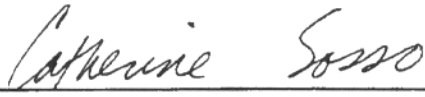
SIGNED THIS 27th DAY OF April, 2000.

**FOR THE UNITED
TRANSPORTATION UNION**



S. B. Rudel
General Chairman-UTU

FOR THE CARRIER:



C. J. Sosso
Director-Labor Relations