

UNION PACIFIC RAILROAD COMPANY
1416 Dodge Street MC/LM005NR Omaha, NE68179

April 5, 2002
LOU#1204030293 (2210-4)

Mr. M.A. Young
General Chairman BLE
1620 Central Ave, Suite 203
Cheyenne, WY 82001

Re: Donating Vacation/Personal Leave Days:

Dear Sir:

On several occasions the Carrier and Organization have made arrangements to allow employees to donate vacation and/or personal leave day(s) to a co-worker in need, by request. In order to create a more systematic and simple procedure for these donations, the Carrier agrees to allow the Organization to submit the enclosed donation forms when the need arises.

In simplifying this process, the parties agree as follows:

1. This is a voluntary program and as such no claims or grievances will be filed or progressed in connection therewith.
2. No payments will be made in lieu of time donated, to either the Donor or Donee.
3. It is the responsibility of the Local Chairman to collect and submit all donation forms for a given Donee at one time to the Timekeeping Department.
4. This arrangement may terminate upon ten (10) days written notice by either the Organization or Carrier. Furthermore, this arrangement is without prejudice to the position of either party and shall not be cited as precedent.

If you agree, please so indicate in the designated place on both originals, returning one to the Carrier and distribute this information to your Local Chairmen

Agreed:

Yours truly,

/s/ Michael Young
M.A. Young
General Chairman BLE

/s/ F.A. Tamsiea
F.A. Tamsiea
Director – Labor Relations