

**AGREEMENT**  
between the  
**UNION PACIFIC RAILROAD COMPANY-EASTERN DISTRICT**  
and the  
**BROTHERHOOD OF LOCOMOTIVE ENGINEERS**  
**UNITED TRANSPORTATION UNION (E)**

CONSOLIDATION OF ENGINEER AND FIREMEN  
SENIORITY DISTRICTS TEN AND ELEVEN

The Tenth Seniority District is described in the engineer schedule as:

"(Ellis District) Ellis to Sharon Springs, and Oakley to Plainville, including yard at Sharon Springs."

The Tenth Seniority District is described in the firemen schedule as:

"(Ellis District) Ellis to Sharon Springs, and Oakley to Plainville, including yard and hostling at Sharon Springs."

The Eleventh Seniority District is described in the engineer schedule as:

"(Hugo District) Sharon Springs to Hugo."

The Eleventh Seniority District is described in the firemen schedule as:

"(Hugo District) Sharon Springs to Hugo including yard and hostling at Hugo."

Effective at 12:01 a.m., December 1, 1977 the above-described seniority districts for engineers and firemen will be consolidated and a new seniority district created subject to the conditions set forth below:

1. Employees holding seniority dates as firemen on the Tenth Seniority District at of the close of the day November 30, 1977 will retain prior rights in such service on the Tenth Seniority District according to their then existing relative seniority status and will be given a seniority date as firemen on the Eleventh Seniority District as of 12:01 a.m., December 1, 1977 following the junior fireman on the Eleventh Seniority District in the same relative standing as on the Tenth Seniority District.

2. Employees holding seniority dates as firemen on the Eleventh Seniority District as of the close of the day November 30, 1977 will retain prior rights in such service on the Eleventh Seniority District according to their then existing relative seniority status and will be given a seniority date as firemen on the Tenth Seniority District as of 12:01 a.m.,

December 1, 1977 following the junior fireman on the Tenth Seniority District in the same relative standing as on the Eleventh Seniority District.

3. Employees holding seniority dates as engineers on the Tenth Seniority District as of the close of the day November 30, 1977 will retain prior rights in such service on the Tenth Seniority District according to their then existing relative seniority status and will be given a seniority date as engineer on the Eleventh Seniority District as of 12:01 a.m., December 1, 1977 following the junior engineer on the Eleventh Seniority District in the same relative standing as on the Tenth Seniority District.

4. Employees holding seniority dates as engineers on the Eleventh Seniority District as of the close of the day November 30, 1977 will retain prior rights in such service on the Eleventh Seniority District according to their then existing relative seniority status and will be given a seniority date as engineer on the Tenth Seniority District as of 12:01 a.m., December 1, 1977 following the junior engineer on the Tenth Seniority District in the same relative standing as on the Eleventh Seniority District.

5. On and after 12:01 a.m., December 1, 1977 a consolidated seniority roster will be maintained for the consolidated seniority district.

6. Employees who on November 30, 1977 hold seniority as firemen on the Tenth and Eleventh Seniority District and who are promoted to engineer on or after December 1, 1977 will be considered prior rights engineers under the provisions of this Agreement.

7. All firemen hired on and after 12:01 a.m., December 1, 1977 for service in the consolidated seniority district will be accorded a seniority date as firemen in such consolidated seniority district. All such firemen who are promoted will be accorded a seniority date as engineer in such consolidated seniority district and will be required to protect positions on the consolidated territory.

8. Employees holding seniority as fireman and/or engineer on the Tenth or Eleventh Seniority District who are temporarily suspended, dismissed from service, or on authorized leave on November 30, 1977 shall be accorded a seniority date in the other appropriate seniority district on their return to service in the same manner as though they had been in service on November 30, 1977.

9. Oakley, Kansas will be the home terminal for interdivisional freight passenger and extra service on the consolidated territories.

10. No prior rights Tenth Seniority District employee will be forced to a vacancy in the former Eleventh Seniority District territory; and no prior rights Eleventh Seniority District employee will be forced to a vacancy in the former Tenth Seniority District territory.

Dated at Omaha, Nebraska this 30th day of November 1977.

FOR THE BROTHERHOOD OF  
LOCOMOTIVE ENGINEERS

/s/ E. G. BECKER  
General Chairman

FOR THE UNION PACIFIC  
RAILROAD COMPANY

/s/ J. H. KENNY  
Director of Labor Relations

FOR THE UNITED  
TRANSPORTATION UNION (E)

/s/ R. J. GREEN  
General Chairman

**AGREEMENT**  
between the  
**UNION PACIFIC RAILROAD COMPANY-EASTERN DISTRICT**  
and the  
**BROTHERHOOD OF LOCOMOTIVE ENGINEERS**

1. The following is added as Paragraph (l) of Section 1, Part I of the Interdivisional Runs Agreement dated December 16, 1971:

(l) Hugo, Colorado will be eliminated as an away-from-home terminal for the Fourteenth and Eleventh Seniority Districts and Sharon Springs will be eliminated as a home terminal for the Eleventh Seniority District and as an away-from-home terminal for the Tenth Seniority District. Engineers will operate between Denver and Oakley.

i. These runs will be manned by Fourteenth, Eleventh and Tenth District engineers on the basis of the ratio of miles that the Fourteenth, Eleventh and Tenth Seniority Districts, respectively, bear to the total miles of the runs.

ii. The home terminal for Fourteenth District engineers assigned to these runs will be Denver; the home terminal for Eleventh and Tenth District engineers will be Oakley.

iii. Engineers operating from Denver to Oakley will be allowed 262 road miles; engineers operating from Oakley to Denver will be allowed 261 road miles.

2. The following is added as Paragraph (m) of Section 1, Part I, of the Interdivisional Runs Agreement dated December 16, 1971:

(m) Ellis, Kansas will be eliminated as a home terminal for the Tenth Seniority District and as an away-from-home terminal for the Ninth Seniority District. Sharon Springs, Kansas will be eliminated as a far terminal for the Tenth Seniority District. Engineers on the Tenth and Ninth Seniority Districts will operate between Oakley and Salina.

i. These runs will be manned by Tenth and Ninth Seniority District engineers on the basis of the ratio of miles that the Tenth and Ninth Seniority Districts, respectively, bear to the total miles of the run.

ii. The home terminal for Tenth Seniority District engineers assigned to these runs will be Oakley; the home terminal for Ninth District engineers will be Salina.

iii. Engineers operating from Oakley to Salina will be allowed 191 road miles; engineers operating from Salina to Oakley will be allowed 192 road miles.

Dated at Omaha, Nebraska this 3rd day of November, 1977.

FOR THE BROTHERHOOD OF  
LOCOMOTIVE ENGINEERS

          /s/ E. G. BECKER            
General Chairman

FOR THE UNION PACIFIC  
RAILROAD COMPANY

          /s/ J. H. KENNY            
Director of Labor Relations

**AGREEMENT**  
between the  
**UNION PACIFIC RAILROAD COMPANY-EASTERN DISTRICT**  
and the  
**BROTHERHOOD OF LOCOMOTIVE ENGINEERS**

INTERDIVISIONAL SERVICE BETWEEN DENVER AND OAKLEY  
AND BETWEEN OAKLEY AND SALINA

Section 1. For a period of six months from the date ID service between Denver and Oakley or between Oakley and Salina is established an engineer in such interdivisional service will be entitled to his pro rata portion of a monthly guarantee of 3700 miles for each full calendar day on which he works in such ID service.

Section 2. The number of engineers to be covered by Section 1 above will be the average number of engineers in pool freight service during the two-year period preceding November 3, 1977.

Section 3. Lockers for engineers assigned to ID service covered by this Agreement will be provided by the Company.

Section 4. Detoured trains may be operated in ID service between Oakley and Salina via Plainville under the provisions of applicable ID agreements.

Section 5. If necessary to call an ID engineer or Dogcatching service, such engineer will be allowed a minimum of one-way ID district miles.

Section 6. The Company and Organization representatives will meet at an agreeable time at Denver, Oakley and Salina to work out problems related to eating and lodging at those points.

Section 7. An engineer assigned to the Denver-Oakley-ID pool used to perform service in the Salina-Oakley territory will be allowed a penalty of 100 miles. An engineer assigned to the Salina-Oakley ID pool used to perform service in the Denver-Oakley territory will be allowed a penalty of 100 miles.

Section 8.

a.) An eastbound engineer in the Denver-Oakley-ID pool who does not reach Hugo and is returned to Denver will be allowed a minimum of one-way road miles Denver to Oakley. If such engineer reaches Hugo and is returned to Denver he will be allowed a minimum of the round trip road miles Denver to Oakley to Denver.

b.) A westbound engineer in the Denver-Oakley ID pool who does not reach Cheyenne Wells and is returned to Oakley will be allowed a minimum of one-way road miles Oakley to Denver. If such engineer reaches Cheyenne Wells and is returned to Oakley he will be allowed a minimum of the round trip road miles Oakley to Denver to Oakley.

c.) An eastbound engineer in the Oakley-Salina ID pool who does not reach Hays and is returned to Oakley will be allowed a minimum of one-way road miles Oakley to Salina. If such engineer reaches Hays and is returned to Oakley he will be allowed a minimum of round trip road miles Oakley to Salina to Oakley.

d.) A westbound engineer in the Oakley-Salina ID pool who does not reach Russell and is returned to Salina will be allowed a minimum of one-way miles Salina to Oakley. If such engineer reaches Russell and is returned to Salina he will be allowed a minimum of round trip road miles Salina to Oakley to Salina.

Section 9. Prior to the establishment of ID service between Denver and Oakley, or Oakley and Salina, a meeting will be held with Employee representatives and Company representatives, including Operating, Labor Relations, and Timekeeping Officers for the purpose of discussing this operation.

Dated at Omaha, Nebraska this 3rd day of November, 1977.

FOR THE BROTHERHOOD OF  
LOCOMOTIVE ENGINEERS

      /s/ E. G. BECKER  
General Chairman

FOR THE UNION PACIFIC  
RAILROAD COMPANY

      /s/ J. H. KENNY  
Director of Labor Relations

**AGREEMENT**  
between the  
**UNION PACIFIC RAILROAD COMPANY-EASTERN DISTRICT**  
and the  
**BROTHERHOOD OF LOCOMOTIVE ENGINEERS**

DRIVING ALLOWANCES - HOME SETTLEMENTS

Section 1. a) An engineer who holds seniority as such on the Eleventh Seniority District as of the date Interdivisional Service is established between Denver, Colorado and Oakley, Kansas, and who is required to drive between Sharon Springs and Oakley, Kansas as a result of the inauguration of this ID service will be allowed a driving allowance of \$13.50 for each round trip.

b.) An engineer who holds seniority as such on the Tenth Seniority District as of the date Interdivisional Service is established between Salina, Kansas and Oakley, Kansas and who is required to drive between Ellis and Oakley, Kansas as a result of the inauguration of this ID service will be allowed a driving allowance of \$18.00 for each round trip.

Section 2. a.) After an engineer covered by Section 1(a) above has qualified for thirty (30) of the driving allowances specified, he may, at his option, within sixty (60) days from the date that he qualifies for his thirtieth such allowance, elect to receive a lump sum of \$2,750.00 (Two Thousand Seven Hundred and Fifty Dollars), which lump sum settlement will be in lieu of future driving allowances and in lieu of any home settlement due.

b.) After an engineer covered by Section 1(b) above has qualified for thirty (30) of the driving allowances specified, he may, at his option, within sixty (60) days from the date that he qualifies for his thirtieth such allowance, elect to receive a lump sum of \$3,250.00 (Three Thousand Two Hundred and Fifty Dollars), which lump sum settlement will be in lieu of future driving allowances and in lieu of any home settlement due.

Section 3. An engineer not opting for a lump sum settlement provided for in Section 2 above will continue to be eligible for a home settlement for a three-year period with such three-year period to run from the date the ID service provided for in Section 1 above is begun.

Section 4. An engineer not opting for a lump sum settlement provided for in Section 2 above or for any home settlement to which he is entitled under Section 3 above will be entitled to the driving allowance specified in Section 1 above for as long as he otherwise qualifies therefore.

Section 5. An engineer who is covered by Section 1 above who retains his place of residence at Sharon Springs or Ellis will be called for service out of Oakley as nearly as practicable two or two and one-half hours, respectively, before required to report for duty.

Section 6. The Company will provide a facility at Oakley properly equipped for the use of employees covered by Section 1 above waiting for a call for Oakley-Denver or Oakley-Salina ID service.

Section 7. The driving allowances specified in Section 1 above will be subject to renegotiation five years from the date the ID service is inaugurated and each five-year period thereafter.

Section 8. The receipt of benefits under this Agreement will constitute a waiver of any right of such employee to claim or receive the same or any similar benefits under any other agreement to which the Union Pacific is a party.

Dated at Omaha, Nebraska this 3rd day of November 1977.

FOR THE BROTHERHOOD OF  
LOCOMOTIVE ENGINEERS

/s/ E. G. BECKER  
General Chairman

FOR THE UNION PACIFIC  
RAILROAD COMPANY

/s/ J. H. KENNY  
Director of Labor Relations

**AGREEMENT**  
between the  
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**BROTHERHOOD OF LOCOMOTIVE ENGINEERS**

GUARANTEED EXTRA BOARD  
TENTH AND ELEVENTH SENIORITY DISTRICTS

IT IS AGREED:

Section 1. Co-effective with the establishment of ID service between Denver and Oakley and between Oakley and Salina a guaranteed extra board for engineers shall be established at Oakley to be filled by employees from the Tenth and Eleventh Seniority Districts, proportionately, to work in both directions out of that location.

Section 2. The number of employees assigned to such extra board shall be determined by the Carrier.

Any changes in the number of employees assigned to such extra board shall be made at 12:00 noon. When an employee is added to the extra board such employee shall not be removed there from for a period of seven (7) days.

Section 3. Engineers assigned to the extra board shall receive a monthly guarantee, or portion thereof equivalent to 3500 miles per month at the standard basic daily through freight rate applicable in the weight-on-drivers bracket, 950,000 and less than 1,000,000 pounds (\$63.09, effective July 1, 1977). This rate is subject to future general wage adjustments. The guarantee will be computed on a monthly basis and shall be reduced by 117 miles for each calendar day or portion thereof that the employee is not available. The monthly guarantee shall be computed from the first day of the employee's checking period to and including the last day of the checking period as established in Section 4 below.

Section 4. Engineers will be assigned to a checking period commencing on the first day of each month.

Section 5. Extra board engineers will be require to register their accumulated mileage each day in their respective checking periods on a form provided for that purpose commencing on the effective date of this Agreement. When an engineer assigned to the extra board accumulates 4200 miles during his checking period he shall be parked for the remainder of his checking period, unless there are no other extra engineers available for service.

Section 6. This Agreement may be terminated by service of a 30-day written notice by either party on the other.

Signed at Omaha, Nebraska this 3rd day of November 1977.

FOR THE BROTHERHOOD OF  
LOCOMOTIVE ENGINEERS

      /s/ E. G. BECKER  
General Chairman

FOR THE UNION PACIFIC  
RAILROAD COMPANY

      /s/ J. H. KENNY  
Director of Labor Relations