

RULE 80. LEAVE OF ABSENCE.

a) Engineers will not be granted leave of absence for a longer period than 90 days, except in case of sickness, disability, committee work, or by permission of the General Manager.

b) Leaves of absence of 90 days or more must be approved by both the General Manager and the General Chairman.

c) Engineers on leave of absence who fail, without reasonable excuse, to report for duty at the expiration thereof, will be considered out of the service and forfeit seniority.

UNION PACIFIC RAILROAD COMPANY

T. L. WILSON, Sr.
Director Labor Relations
Operating - West
(402) 271-3129

1416 DODGE STREET
OMAHA, NEBRASKA 68179

June 8, 1995
LOU #1807019555

MR. M.A. YOUNG
GENERAL CHAIRMAN, BLE
1620 CENTRAL AVE. RM 203
CHEYENNE, WY 82001

Dear Mr. Young:

The provisions of Rule 80 "Leave of Absence" in the December 1, 1979 Schedule of Agreement and its connection with the Carrier's policy on absences due to illness or injury, has caused confusion with respect to the employees' obligation to the Carrier's policy. Unfortunately, it has also resulted in discipline being administered. The parties have discussed the problem on several occasions and have agreed to enact this Letter of Understanding in order to clarify the confusion and hopefully eliminate any future discipline matters. Accordingly, the understanding below will become effective July 1, 1995:

"With respect to Rule 80, it is understood that a request for Leave of Absence due to illness or injury will be granted by the Carrier. However, the employee must recognize that whenever requested by the Carrier, he/she must furnish timely documentation from his/her physicians giving specifics and the expected duration of absence. If a dispute arises as to the timeliness or adequacy of documentation, the employee's seniority will not be

RULE 81. SERVICE LETTER.

Engineers who have been in the service days or more and who leave the service will, upon request, be promptly furnished a service letter stating time and character of service, which they must sign.

RULE 82. DISCIPLINE - PROCEDURE.

Rule was replaced by System agreement 02/28/1996

SENIORITY RIGHTS

RULE 83.

- a) Rights. Rights to runs will be governed by seniority, other things being equal.
- b) District Rights. Engineers will be confined to districts where rights are located.

RULE 84. TRANSFERRING.

- a) Engineers temporarily transferred will have the privilege of returning to their respective districts before other men are employed or promoted on such districts. If permanent transfer is desired, they must so decide within 3 months, and in that case will rank as new men with date carrying any portion of last 90 days continuous service.
- b) Engineers on different seniority districts may exchange positions with the approval of the General Chairman and General Manager, and where transfer is made, the employees will each take the seniority date of the junior employee making the change.