

UNION PACIFIC RAILROAD COMPANY

Western Region

D. B. Foley Dir. Labor Relations
Tel: (916) 789-6345

10031foothills Blvd.
Roseville, CA 95747



August 25, 2015

550.65

Mr. D. W. Hannah
General Chairperson - BLET
1902 Orange Tree Lane, Suite #120
Redlands, CA 92374

RE: 1996 System Agreement – Peer Training

Dear Mr. Hannah:

This is in reference to our joint efforts to modify the BLET System – Peer Training Agreement. As you are aware, the BLET System Agreement utilizes the experience of engineers as peer trainers. The parties recognize several factors have created a need for more expanded training programs/processes. Therefore, the parties have agreed to amend the BLET System Agreement – Peer Training rate of pay as set forth herein.

Effective September 1, 2015, wherever the rate of \$230.00 appears in Paragraph 7 of the 1996 "System Agreement – Peer Training" will be increased to a daily rate of \$376.04 per day, subject to all legal deductions including but not limited to applicable federal, state and/or Railroad Retirement deductions/withholdings. This rate of pay will be subject to all future applicable general wage and cost-of-living adjustments. This rate of pay applies to all BLET Peer Trainers working under the jurisdiction of the BLET General Committee signatory hereto and is not retroactive. All other terms and conditions of the "System Agreement – Peer Training" not specifically modified herein will remain in full force and effect.

The parties mutually commit to negotiations to address any and all outstanding concerns including, but not limited to, the selection of peer trainers and other compensation issues in an expedited manner on a non-referable and non-prejudicial basis.

If the foregoing properly reflects the parties' understandings regarding this matter, please so indicate by affixing your signature in the space provided below.

CONCUR:

Handwritten signature of D. W. Hannah.

D. W. Hannah – General Chairperson – BLET

Sincerely,

Handwritten signature of D. B. Foley.

D. B. Foley
Director Labor Relation

CC: Roger Lambeth – Gen. Supt.
Jim Rawlinson – Gen Supt.
Lance Hardisty – Gen. Supt.
Denis Corcoran – Gen. Supt.
Gordon Wellington – Reg. Fin. Dir.
Mike Phillips – Gen. Dir. LR
Jim Boyle – Asst. Dir. LR
Rich Castagna – RVP
Neil Scott – AVP
Naomi Deines – Gen. Dir. CMS
Pat Kenny – Sr. Dir. CMS
Wardell Johnson – Mgr. CMS
Jon Degraw – Mgr. CMS
Cliff Johnson – Sr. Dir. TKB