

**AGREEMENT BETWEEN UNION PACIFIC RAILROAD (UP)
AND THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS (BLE)**

Whereas the BLE and various Carriers represented by the National Railway Labor Conference (NRLC) (including UP) have entered into a tentative agreement;

Whereas the aforementioned tentative agreement is presently subject to ratification by the BLE before it can become effective;

Whereas the BLE and UP have also reached certain other tentative agreements, listed below and attached hereto;

Whereas it is the intention of the parties that such other agreements, listed below and attached hereto, only become effective if and when the agreement between the BLE and those Carriers represented by the NRLC is ratified and becomes effective;

It is agreed:

1. The BLE and UP have reached tentative agreement on the following agreements, copies of which are attached hereto:
 - (a) System Agreement - Discipline Rule
 - (b) System Agreement - Claim Handling Process
 - (c) System Agreement - Instructor Engineers
 - (d) System Agreement - Peer Training
 - (e) System Agreement - Weight on Drivers
 - (f) System Agreement - Extra (Undisturbed) Rest
 - (g) System Agreement - Without Fireman Payment
 - (h) System Agreement - Compensation Delivery

2. The above-listed agreements will become effective only if and when the agreement between the BLE and the various Carriers represented by the NRLC is ratified and becomes effective. In that event, the above listed agreements will become effective on the same date as the BLE/NRLC Agreement.

Signed this 21 day of March, 1996

B. D. MacArthur
B. D. MacArthur - BLE

L. A. Lambert
L. A. Lambert - UP

D. E. Penning
D. E. Penning - BLE

A. T. Olin
A. T. Olin - UP

M. L. Royal, Jr.
M. L. Royal, Jr. - BLE

J. M. Raaz
J. M. Raaz - UP

D. L. Stewart
D. L. Stewart - BLE

Approved:

M. A. Young
M. A. Young - BLE

J. J. Marchant - Sr.
J. J. Marchant - Sr. AVP - UPRR

Approved:

R. E. Dean
R. Dean - VP - BLE