

Agreed Upon Implementation
Between
UNION PACIFIC RAILROAD COMPANY
And
THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN
Southern Pacific Committee of Adjustment

The Carrier and the General Chairman have jointly selected the Los Angeles Hub to implement the work/rest scheduled established per the 2022 BLET National Agreement & PEB 250 Work Rules and the August 16, 2023 Agreed Upon Interpretation and Application of Articles V, VI & VII.

Board Definition

- 1- The SP760 RE09/XE10, will be combined into one board established as the SP760 RE09. Engineers on days 1-10 of the work/rest cycle, as defined by Article 1, Section B (1a), will be used as prescribed in the agreement. Engineers on day 11, as defined in Article 1, Section B (1b), will be used as prescribed in the agreement. The RE09 will be the primary source of supply for any Hours-of-Service Relief/Turnaround service for trains called in the RE09 pool, any HOS work west of SP760 and assigned vacancies at Kaiser, Mira Loma and Montclair. When the RE09 is exhausted, engineers on the RE10 will be used to protect any work primarily protected by the RE09, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.
- 2- The SP760 RE10/RE15/XE10, will be combined into one board established as the SP760 RE10. Engineers on days 1-10 of the work/rest cycle, as defined by Article 1, Section B (1a), will be used as prescribed in the agreement. Engineers on day 11, as defined in Article 1, Section B (1b), will be used as prescribed in the agreement. The RE10 will be the primary source of supply for any Hours-of-Service Relief/Turnaround service for trains called in the RE10 pool, any HOS work east of SP760 destined to SP563, helper service and assigned yard vacancies. When the RE10 is exhausted, engineers on the RE09 will be used to protect any work primarily protected by the RE10, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.
- 3- Given the uniqueness of the SP760 RE13, they are opted out of the 11/4 schedule as this board has naturally occurring rest days. The RE13 will not be used to cross protect any other board and will only perform service established

under the Robertson Rock Train Agreement. When the RE13 is exhausted, engineers on the RE09 will be used to protect any work primarily protected by the RE13, followed by the RE10 subject to conditions set forth in the January 27, 2025, Dispute Interpretation.

- 4- The JP016 RE21/XE10, will be combined into one board established as the JP016 RE21. Engineers on days 1-10 of the work/rest cycle, as defined by Article 1, Section B (1a), will be used as prescribed in the agreement. Engineers on day 11, as defined in Article 1, Section B (1b), will be used as prescribed in the agreement. The RE21 will be the primary source of supply for any Hours-of-Service Relief/Turnaround service for trains in the RE21 and all assigned vacancies protected from JP016.
- 5- The JP016 RE31 pool elected to opt-out of the 11/4 work schedule pursuant to Article 1, Section E(2) of the 2023 System Agreement. The pool is a self-supporting pool and is governed by the provisions in Article III of the 2023 System Agreement. The parties agree that when the RE31 is exhausted, the pool will be protected by the JP016 RE21, subject to the conditions set forth in the January 27, 2025, Dispute Interpretation.
- 6- The CX650 RE01/XE10, will be combined into one board established as the CX650 RE01. Engineers on days 1-10 of the work/rest cycle, as defined by Article 1, Section B (1a), will be used as prescribed in the agreement. Engineers on day 11, as defined in Article 1, Section B (1b), will be used as prescribed in the agreement. The RE01 will be the primary source of supply for any Hours-of-Service Relief/Turnaround service and all assigned vacancies protected from Yermo.
- 7- The stand-alone extra boards at Los Angeles (CX809) and Gemco (CO452) will continue to protect the work as they do today and the boards will be implemented on a 6/2 work schedule, subject to the conditions set forth in the January 27, 2025, Dispute Interpretation.

Note 1: The boards established above will be operated on a first in/first out basis pursuant to Article 1, Section E (1).

Note 2: To facilitate the coverage of assigned vacancies the Carrier may create new board ID's for locals or yard jobs to ensure proper calling order.

Note 3: Nothing herein shall prevent the use of crews to perform work currently permitted by prevailing agreements, including but not limited to making multiple

trips in turnaround service/hours of service relief in all directions out of a terminal where permitted in the BLET Los Angeles Hub Agreement and the BLET SPWL Schedule of Agreement.

Note 4: Established pools that are currently zeroed out will be discussed at such time service indicates the need to add engineers to those boards.

Implementation Plan- Los Angeles Hub

Based upon our discussions this will be implemented in the following manner:

- By 7/1/2025, CMS will provide the Organization with the number of positions that will be assigned, including the number of positions in each work group.
- On 7/8/2025, the Organization will provide the Carrier with the list of senior bidders to each position.
- On 7/15/2025, all positions will be assigned.
- The Organization will handle all notifications during the implementation process.
- Any movement of vacation during this implementation period will be communicated to CMS by the Local Chairman the week prior to 7/15/2025.
- In order to facilitate the transition, trade turns, old heads and self-service seniority moves will be suspended on 7/8/2025 for all of the existing boards listed above.
- To further facilitate the transition mandatory 4/1 and/or 5/1 work/rest will begin three (3) days prior to the implementation date.
- Employees on-duty or at the AFHT who upon implementation would be observing rest days (days 11-15 of work/rest cycle) will not be entitled to any trespass time or extension of rest days.

The Local chairmen that represent the Los Angeles Hub will be allowed off two (2) days to gather bids/assign jobs. The Local chairmen will also be allowed two (2) days to handle implementation process. The Local chairmen will need to coordinate the time off with CMS.

In the event that technical or service issues are identified that will delay the implementation dates listed above the Director of Labor Relations will make notification to the General Chairman to make adjustments to the implementation dates as needed.

Any other issues that arise regarding the implementation will be discussed immediately between the General Chairman and the Director of Labor Relations so they can be handled in an expeditious manner.

For the Carrier:

Rebecca Cates

Rebecca Cates, Director Labor Relations

For the Organization

Brian Carr 06/30/2025

Brian Carr, General Chairman BLET