

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

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The Carrier and the General Chairman have jointly selected the Southwest 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 SP018 RE42/XE45, will be combined into one board established as the SP018 RE42. 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 RE42 will be the primary source of supply for any Hours of Service Relief/Turnaround service for trains destined to Santa Teresa from Alpine/Pecos and local vacancies (currently AE45) on-duty at Santa Teresa. When the RE42 is exhausted, engineers on the RE45 will be used to protect any work primarily protected by the RE42, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.
- 2- The SP018 RE45/XE45, will be combined into one board established as the SP018 RE45. 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 RE45 will be the primary source of supply for any Hours of Service Relief/Turnaround service for trains destined to Santa Teresa from Vaughn. When the RE45 is exhausted, engineers on the RE42 will be used to protect any work primarily protected by the RE45, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.
- 3- The TP854 RE50/XE50, will be combined into one board established as the TP854 RE50. 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 RE50 will be the primary source of supply for any Hours of Service Relief/Turnaround service for trains destined to El Paso from Lordsburg and any assigned jobs (local/yard) at TP854.

**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 Southwest Hub Agreement and the BLET SPWL

### **Implementation Plan- El Paso Hub**

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

- By May 20, 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 May 27, 2025, the Organization will provide the Carrier with the list of senior bidders to each position.
- On June 3, 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 June 3, 2025.
- In order to facilitate the transition, trade turns, old heads and self-service seniority moves will be suspended on May 27, 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 chairman (or his designee) that represents the El Paso Hub will be allowed to have two officials off two (2) days each to gather bids/assign jobs. The Local chairman (or designee) will also be allowed two (2) days to handle implementation process. The Local chairman (or designee) 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 05/19/2025*

Brian Carr, General Chairman BLET