



BUILDING AMERICA®

October 16, 2024

Mr. Brian Carr
General Chairman- BLET
1902 Orange Tree Lane, Suite 110
Redlands, CA, 92374

RE: Employees Absent with Out Leave (AWOL)

Pursuant to our discussions regarding improving the procedure to handle employees who fail to protect their seniority, it is agreed that Section 18 of the 1997 SPWL BLE Modification Agreement, will be modified to the following:

1. Employees absent without authorized leave in excess of 30 days, and/or employees failing to respond to Carrier's letter of reinstatement, will forfeit all seniority rights.
 - A. Employees will be notified via certified mail to their address on file.
 - B. A copy of the letter will be sent electronically (via email) to the General Chairperson.
2. Should the Organization object to the forfeiture of seniority, the General Chairperson may request a conference with the Director of Labor Relations within thirty (30) days from the postmark.
 - A. In the event the parties agree there are circumstances which warrant removing the AWOL, the employee will be placed back onto the roster, and will have thirty (30) days to provide the required documentation to either return to service or extend their leave of absence.

Note: There will be no pay for the time out of service.

- B. In the event the parties are unable to agree, the Organization may appeal the case under the appeal provisions of the 1996 BLE System Discipline Agreement.

If the foregoing properly and accurately reflects our understanding regarding this matter, please so indicate by affixing your signature in the space provided below, returning one signed original to my office.

Sincerely,

Rebecca Cates

Director-Labor Relations
Union Pacific Railroad

Agreed:

BP Carr, General Chairperson