

Memorandum of Agreement

Between

Union Pacific Railroad

And the

SMART – Transportation Division (TD)

Establishment of a (Non-RCO) Switchman Extra Board San Antonio, Texas

It is agreed:

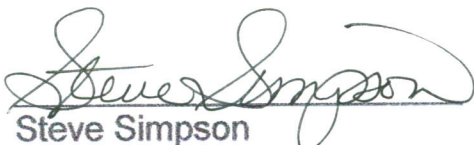
1. The Carrier may establish a new guaranteed extra board at San Antonio, Texas.
2. The new extra board will be responsible for protecting conventional (non-RCO) assignments in San Antonio.
3. This new extra board will be governed under the yard rules found in the T&P Collective Bargaining Agreement rewritten December 15, 1991.
4. In the event the RCO qualified extra board is depleted, the first-out RCO qualified switchman on the non-RCO extra board may be called to fill a RCO vacancy.
5. In the event the non-RCO qualified extra board is depleted, the first-out RCO qualified switchman on the RCO extra board may be called to fill a non-RCO vacancy.
6. The parties recognize that situations may infrequently occur wherein either of the extra boards may become depleted. Consequently, the provisions in paragraphs 4 and 5 above are not intended to have the extra boards staffed in such a manner that requires on a frequent

basis the other extra board to protect the respective service not normally assigned thereto.

7. The Carrier will not be required to establish a supplemental extra board in conjunction with this new extra board.
8. This memorandum of agreement may be cancelled no earlier than 180-days after implementation by the Carrier serving a thirty (30) day written notice upon the other party. During the intervening time or as mutually agreed, the parties will meet to discuss the causes of the cancellation notice in an effort to resolve those issues and avoid termination of this Agreement.

Singed this 18th day of February, 2014.

For the SMART-TD:



Steve Simpson
General Chairman – SMART-TD

For the Union Pacific
Railroad:



T. Gary Taggart
Director Labor Relations- UP