

**MEMORANDUM OF AGREEMENT**  
**between the**  
**UNION PACIFIC RAILROAD COMPANY**  
**For the Territory of the Former Texas and Pacific**  
**and the**  
**UNITED TRANSPORTATION UNION**

**BRAKEMAN/YARDMAN TRAINING AGREEMENT**

On the effective date of this Agreement, the Memorandum of Agreement of December 1, 1974, is cancelled and the following shall apply in lieu thereof in the interest of hiring and training desirable employees:

1. When the Carrier hires inexperienced brakemen or yardmen and desires to enter them into a training program, the trainees will be paid \$623.79 per week (seven days per week) or the appropriate pro rata portion thereof in the event the entire period is not completed. This payment will be for the first four (4) weeks of training, after which the employee will be paid the current yard helper rate of pay, subject to the rate progression as set forth in National Agreements. The first four (4) week of training rate is subject to general wage adjustments including COLA.

2. Trainees under this Agreement will be subject to meal allowances and lodging (or allowances in lieu thereof) the same as regular crew members with whom they are in training. While otherwise engaged in the training program, such as classroom studies, etc., at points other than where hired, trainees will be allowed actual necessary expenses to cover meals, lodging, transportation, and miscellaneous costs. Meal and miscellaneous costs will not be reimbursed in excess of \$10.00 per day.

3. Conductors and engine foremen who assist in training new employees, when as requested by the Carrier, will be paid an instructor's allowance of \$10.71 per shift, subject to future wage adjustments for each tour of duty when so engaged, separate and apart from all other earnings.

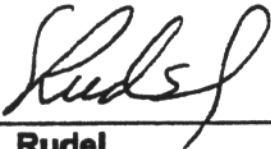
4. The establishment of seniority, probationary time limits and other employment rights after completing the training program, passing required examinations, etc., are governed by the provisions set forth in the Memorandum of Agreement identified as #2806159983.

This Agreement will become effective on JANUARY 1, 1999 and will remain in effect unless amended and/or cancelled by the parties under the provisions of the Railway Labor Act.

Signed this 15<sup>th</sup> day of July, 1999.

**FOR The  
UNITED TRANSPORTATION UNION:**

**FOR THE  
UNION PACIFIC RAILROAD COMPANY**

  
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**S. B. Rudel  
General Chairman**

  
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**L. A. Lambert  
General Director Labor Relations**

New hires will draw 75% of the helper rate (\$160.20) while being trained and will be RCO qualified during their OJT. If the OJT takes longer than 14 weeks, new hires will draw 90% of the helper rate until they are promoted to Footboard Yardmaster. After being promoted to FBYM or Conductor, pay will increase to 100%:

Classroom (4wks) -	\$107.20
Training -	\$120.15
Conductor Training-	\$133.28