

SMART TRANSPORTATION DIVISION  
LOCAL COMMITTEE OF ADJUSTMENT No. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

DATE: \_\_\_\_\_  
FILE: \_\_\_\_\_

Ms. Laci Kresha, AMLR  
Union Pacific Railroad Co.  
1400 Douglas St. STOP 0710  
Omaha, NE 68179-0710

Dear Ms. Kresha:

We are appealing the claim(s) of

Conductor: \_\_\_\_\_ : ID No. \_\_\_\_\_

Brakeman: \_\_\_\_\_ : ID No. \_\_\_\_\_

Claim one basic day for carrier's unilateral action to substitute vacation time/personal leave time in lieu of request for uncompensated leave. See claimant(s) time slip No. \_\_\_\_\_, dated \_\_\_\_\_, while working job No. \_\_\_\_\_, declined by timekeeping as indicated on Claimant's payroll printout. Declination file number is \_\_\_\_\_, dated \_\_\_\_\_.

**STATEMENT OF FACTS:**

Claimant requested uncompensated leave and was subsequently charged vacation time/personal leave time by the carrier.

**POSITION OF COMMITTEE:**

The carrier cannot require an employee to observe collectively bargained vacation time or personal leave time when he or she requests an uncompensated absence. The carrier's actions violate the collective bargaining agreements regarding personal leave time, vacation time, seniority rights, lay off privileges, leave of absences and the intent of the FMLA.

You are respectfully requested to make an adjustment, allowing time and claimed or schedule same for conference advising.

Sincerely,

\_\_\_\_\_

Local Chairman \_\_\_\_\_