



BUILDING AMERICA®

September 12, 2025

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

RE: Sierra Nevada Snow Service, Truckee, CA

Pursuant to our recent discussions regarding modifications needed to our letter from September 19, 2024 regarding the establishment of a process by which employees in Roseville California are assigned to snowplow service at Truckee, California, the parties agree that the following procedures will govern:

1. On September 1 of each calendar year, Crew Management Services (CMS) will post a 15-day bulletin to solicit bids for snow service for the year beginning October 1 through September 30. All employees working in road service at Roseville California at the time the bulletin is issued will be eligible for selection to snow service. All applications will be accepted.
2. When snow service is called, applicants from Section 1, will be called on a first in, first out basis, subject to availability, acceptance required, for the positions of engineer in the following order:

RV323 RE77
RV323 RE19
RV323 RE12
RV323 RE01

The company will not be subjected to runaround claims in the application of this Section 2, nor will engineers be entitled to any penalty/over and above payments for being called for this service.

3. In the absence of applications for snow service, employees will be called first in first out (acceptance required) in the same order as listed in Section 2 until the assignment(s) is filled.

NOTE: Failure to call the first out employee from the boards listed above will result in payable runaround claims. Failure to call the first out employee, in the correct board order, will result in payable lost earnings claims.

4. The parties agree that engineers working in snow service will assume the conditions of the assignment and will not be entitled to rest days.

5. Engineers working in snow service will not have their guarantee or bonus payment reduced or forfeited due to observing Federal Rest.

This understanding will be effective immediately, subject to cancellation upon thirty (30) days notice by either party. 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:

Brian Carr 09/15/2025

B.P. Carr, General Chairman