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September 19, 2024

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

RE: Sierra Nevada Snow Service, Truckee, CA

Pursuant to our discussions 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 XE15
RV323 XE10
RV323 RE77

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 (XE15, followed by XE10, then RE77) 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.

This understanding will be effective October 15, 2024, 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:

B.P. Carr

B.P. Carr, General Chairman