

AGREEMENT

Between the

UNION PACIFIC RAILROAD

And the

BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

(Former Missouri Pacific Upper Lines)

VOLUNTARY REST

ARTICLE I: Eligibility

- A. An engineer eligible to extend his/her undisturbed rest (UDR) must be permanently assigned to a through freight pool turn or an extra board position (excluding "yard service only" extra boards).
- B. An engineer must be at his/her assigned home terminal and protecting his/her permanent assignment at the time of eligibility to extend rest. Engineers exercising this option will not be permitted to exercise to a temporary vacancy until such time as the additional rest is complete.
- C. An engineer must have completed (tied-up) a minimum of four (4) consecutive starts as defined by the Rail Safety Improvement Act (RSIA).

NOTE: Under this section it is understood an engineer may be eligible to extend his/her rest after either four or five consecutive RSIA starts so long as the criteria in this Article is met.

ARTICLE II: Application

- A. An engineer, after meeting the criteria set forth in Article I above will have the option of extending his/her rest for a combined total of twenty-three (23) hours.

Example 1: Pool freight Engineer "A" is on-duty 11 hours and ties-up at the assigned home terminal at 2200 hours after completing his 4th consecutive start. The engineer's normal rest time would conclude at 0800 hours the following day. Engineer "A" elects to extend his/her rest. Engineer "A" now becomes available and subject to call at 2100

hours (10 hours UDR + 13 hours additional UDR = 23 hour rest period).

Example 2: Extra board Engineer "B" is on-duty 13 hours and ties-up at the assigned home terminal at 0800 hours after completing his 5th consecutive start. The engineer's normal rest time would conclude at 1900 hours the same day. Engineer "B" elects to extend his/her rest. Engineer "B" now becomes available and subject to call at 0700 hours the following day (11 hours UDR + 12 hours additional UDR = 23 hour rest period).

- B. The voluntary election to extend rest must be made by the engineer at the time of tie-up from his/her 4th or 5th consecutive defined start. There will be no manual intervention/steps taken by Crew Management.
- C. During the extended rest period, the engineer's position/turn will continue to rotate up the board. Should it reach first out, the position/turn will be held, and will be subject to call at the expiration of the rest period.

Article III: General Provisions

- A. A permanently assigned extra board engineer extending his/her rest and who has no other layoffs of any type (i.e. compensated or non-compensated) will not be offset extra board guarantee and will remain eligible for the "Bonus Day" so long as all other terms and conditions of the existing extra board Agreement(s) are met.
- B. Except as specifically set forth herein, no other Agreement rules, practices, or interpretations are changed by the terms of this Agreement. In the event there is a conflict, the terms of this Agreement will prevail.

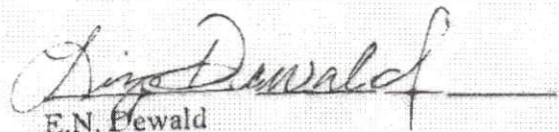
Signed this 28 day of December, 2019.

FOR THE ORGANIZATION:



R.E. Rhodes
General Chairman, BLET-CRGCA

FOR THE CARRIER:



E.N. Fewald
Director, Labor Relations