

UNION PACIFIC RAILROAD  
1400 Douglas Street, STOP 0710  
Omaha, Nebraska 68179

Michael D. Phillips General Director

P 402 544 4112

September 2, 2010

251-1 Mechanical

Mr. Steve R. Hirschbein  
General Chairman AR&ASA  
2550 Winding River Dr., I-2  
Broomfield, CO 80023

Dear Sir:

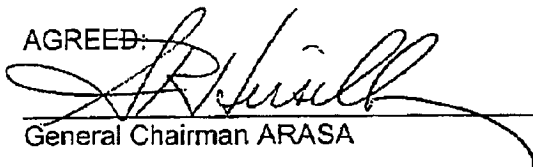
This letter is to confirm our understanding regarding an amendment to the March 7, 2005 Agreement creating Mechanical – Operations/Systems positions, found at Appendix Z of the Collective Bargaining Agreement of September 1, 2009. In order to address the ability to attract and retain qualified applicants for such positions, the parties have agreed that the Carrier may, in its discretion, permit a newly appointed employee who would not otherwise qualify for vacation under the current Vacation Agreement (Appendix N), to take up to one week's vacation during his or her first year of employment.

The parties further agree that this understanding is made in recognition of the unique nature of such positions, that it does not alter the Vacation Agreement in any other aspects, and that it will not be cited as precedent in future negotiations or Agreements. Please acknowledge your agreement by signing below and returning two copies for my files.

Sincerely,



AGREED:

  
General Chairman AR&ASA