

**MEMORANDUM OF AGREEMENT
BETWEEN
UNION PACIFIC RAILROAD COMPANY
AND
SMART TRANSPORTATION DIVISION**

**Local Freight Service
Third Seniority District – Western 6 Seniority District
Gering/South Torrington/Gering**

Union Pacific Railroad Company (UPRR) and the International Association of Sheet Metal, Airline, Rail and Transportation Workers – Transportation Division (SMART-TD) desire to modify the way in which the Gering/South Torrington/Gering Local is bulletined and vacancies are filled.

Accordingly, it is agreed:

Section 1 – Bulletins:

- A) Assignments may be bulletined in accordance with existing agreements and/or UPED Schedule of Rules.

Section 2 - Applications:

- A) Applications will be received from road, yard and furloughed employees. Senior applicants with Third District seniority will be assigned in seniority order. Should no employee with Third District seniority submit an application, the senior employee(s) with application on file from Western 6 will be assigned.

Section 3 – Seniority:

- A) The Third District will maintain all rights to the assignment and employees with Third District Seniority may displace a Western 6 employee, should they be assigned, as per the existing UPED agreements.

Section 4 – Vacancies:

- A) Immediate vacancies will be filled from the South Morrill extra board (NP162 XK66).

B) Known vacancies will be filled from the North Platte extra board (NX284 XC03).

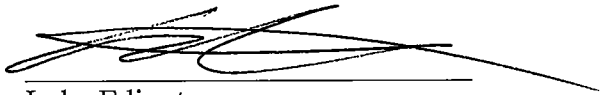
Note: For the purpose of this agreement, known vacancies will be defined as vacancies that occur with a minimum of 24-hour advance notice as to allow for an employee from North Platte to be deadheaded and rested for the assignment. If such time is not sufficient, the vacancy will be considered as immediate.

Section 5 – Cancellation:

This Agreement may be cancelled by either party by serving a thirty (30) day written notice upon the other. During the (30) day period, the parties will meet to discuss any issues leading up to the cancellation notice.

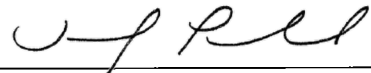
Signed this 29th day of March, 2021.

For the SMART-TD

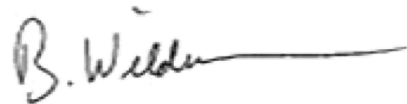


Luke Edington
General Chairman – GCA 953

For the Union Pacific Railroad
Company



Jennifer Powell
Director – Labor Relations



Beth Wilderman
Director – Labor Relations