

AGREEMENT BETWEEN  
SYSTEM COUNCIL #2 OF THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
AND  
UNION PACIFIC RAILROAD

The Rail Safety Improvement Act of 2008 created the requirement for Union Pacific Railroad to implement Positive Train Control (PTC) on its systems by December 31, 2015. The training for personnel and their direct supervisors whose duties and responsibilities include working on the onboard Positive Train Control equipment has been mandated by the FRA at CFR 49 236.1041. It states: "Employers shall establish and implement training and qualification programs for PTC systems subject to this subpart. These programs must meet the minimum requirements set forth in the PTCDP and PTCSP in sections 236.1039 through 236.1045, as appropriate, for the following personnel: (1) Persons whose duties include installing, maintaining, repairing, modifying, inspecting, and testing safety-critical elements of the railroad's PTC systems, including central office, wayside, or **onboard subsystems**..."(emphasis added).

To address this unique circumstance, the Organization and Carrier agree as follows:

1. PTC training will be posted for application and assigned in seniority order. The required training and testing is as follows:
  - a. LOPTC is currently a two-day course of classroom training with an exam (open book). A score of 80% is required to pass. This is required for certifying an Electrician to perform maintenance and troubleshooting of the PTC system.
  - b. LOPTCI is currently an eight-day course of hands-on instruction for installation of the PTC system. The installation work will be directed and reviewed by a Certified Training Instructor to determine if the Electrician performed the installation by criteria determined from the standard work document for the particular unit installed. Any disagreement regarding the performance of the employee in demonstrating ability to install the PTC system will be handled between Management and the Local Chairman.
  - c. It is understood that the process and technology of this PTC work is evolving and, as such, the training may also change in the future. Therefore, the parties agree to meet every six (6) months to review the PTC training processes, as long as those changes are continuing to be made. Meetings to address issues with the application of this Agreement will be held upon the request of either party.
2. Electricians failing LOPTC may apply for training once more within a six (6) month period. Electricians failing LOPTC on their second attempt must wait six (6) months before re-applying for training. Electricians failing LOPTC on their third attempt may apply for training and be allowed to train after those employees who have not had opportunity to train and test at least twice.
3. Electricians failing LOPTCI may apply for training once more within a six (6) month period. Electricians failing LOPTCI on their second attempt must wait six (6) months before re-applying for training. Electricians failing LOPTCI on their third attempt may


apply for training and be allowed to train after those employees who have not had opportunity to train and test at least twice.

4. Electricians bidding or bumping onto an Electrician position assigned to PTC installation must be LOPTC and LOPTCI qualified. Bulletins for positions responsible for PTC installation will state: "This position requires LOPTC and LOPTCI qualifications, will perform PTC installation work and is covered by the Hours of Service (HOS) rules for Signal work."
5. Electricians bidding or bumping onto an Electrician position assigned to PTC maintenance and troubleshooting must be LOPTC qualified. Bulletins for positions responsible for PTC maintenance and troubleshooting will state: "This position requires LOPTC qualification, will perform PTC maintenance and troubleshooting work and is covered by the Hours of Service (HOS) rules for Signal work."
6. Electricians who bid and are assigned to PTC work (either installing or maintenance and troubleshooting) will be paid a differential of \$0.25 per hour (not subject to General Wage Increase and not to be pyramided with any other differential, whether that differential currently exists or results from other bargaining, either National or Local).
7. Any Electrician who bids and is assigned to PTC work (either installing or maintenance and troubleshooting), who elects to voluntarily bid to a non-PTC work position may be held on their PTC assignment in order for the Carrier to assign a sufficiently trained replacement, but in no case more than 30 days.


This Agreement is being made due to the unique circumstances herein and, as such, will not be cited as precedent nor referred to in future claims, grievances, arbitration or negotiations (Local or National), except as needed for enforcement of the terms herein.

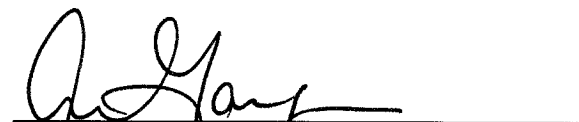
Agreed on this 8th day of March, 2011.

For System Council #2 of the  
International Brotherhood of Electrical Workers:

  
Jim Wisniski, General Chairman

For Union Pacific Railroad:

  
Sharon F. Boone, General Director Labor  
Relations

  
Andrea R. Gahsen, AVP Labor Relations

Side Letter #1

March 8, 2011

230-121; 230-132

Mr. Jim Wisniski  
General Chairman IBEW  
8000 Main Street, Suite A  
North Richland Hills, TX 76182

Dear Sir:

This has reference to the Agreement dated March 8, 2011, regarding qualification and assignment to PTC on board system installation, maintenance and troubleshooting.

It is agreed that in the event a senior applicant for a PTC position requiring the LOPTC and LOPTCI training and certification did not receive the required training and certification due to circumstances beyond his or her control, the applicant will be awarded the position and afforded LOPTC and (if required) LOPTCI training and certification pursuant to the terms of the Collective Bargaining Agreement. Circumstances beyond the control of the applicant would include, but not be limited to, leave of absence, vacation, bereavement, or jury duty that conflicted with the applicant's ability to be scheduled for training.


In such a case, failure to pass the PTC qualification requirements for the position will result in disqualification and the employee will be returned to his or her former position and be subject to the provisions of the Agreement dated March 8, 2011, for any future training.

If this accurate reflects our understanding in this matter, please indicate by signing below.

Sincerely,



AGREED:



Jim Wisniski, General Chairman IBEW