

SYSTEM AGREEMENT - EXTRA (UNDISTURBED) REST

1. Engineers may take extra (undisturbed) rest under the following circumstances:

- (a) When an engineer's tour of duty (non-deadhead) has been for eight (8) or more hours; or
- (b) When an engineer's tours of duty (including deadheads) in the previous five (5) consecutive calendar days have resulted in no rest (off-duty) period of twelve (12) or more continuous hours.

2. Engineers taking extra (undisturbed) rest pursuant to (a) and (b) above may do so under the following conditions:

- (a) If on duty for more than eight (8) hours, but less than twelve (12) hours, an engineer may take eight (8) or ten (10) hours undisturbed rest.
- (b) If on duty twelve (12) hours, an engineer may take ten (10) or twelve (12) hours undisturbed rest.
- (c) If there was not a twelve (12) or more hour rest period in the previous five (5) consecutive calendar days, an engineer may take eight (8), ten (10) or twelve (12) hours undisturbed rest.
- (d) An engineer taking extra (undisturbed) rest must so advise CMS at time of tie-up.
- (e) Engineers may not take extra (undisturbed) rest on the day before or the day of a holiday recognized under applicable Agreement provisions.

Engineers taking extra (undisturbed) rest shall not be contacted during such period.

3. Engineers will not be considered as unavailable for guarantee purposes for the first extra rest taken in each pay period. Engineers taking extra (undisturbed) rest will be considered unavailable for the second and successive extra (undisturbed) rest occurrences in each pay period if they would have been called had they not taken the extra (undisturbed) rest. In each such instance(s) the guarantee reduction for an extra board engineer will be one (1) guarantee day, and for a guaranteed pool engineer, one (1) round trip.

NOTE: The purpose of this Rule is to provide engineers with the opportunity to obtain, when needed, rest so as to ensure they can safely perform their duties. This rule is not intended to be a mechanism to allow engineers to only work certain shifts, avoid calls, or lay off. It is likewise not intended undisturbed rest be taken after every trip. The parties recognize the merit of this rule and will jointly work to eliminate any abuse of this rule.

Q-1. Will a regular assigned engineer on a yard relief assignment be allowed to take extra (undisturbed) rest when such extra rest would result in the engineer not working his/her next assignment?

A-1. No. It is not the intent of this rule to use extra (undisturbed) rest to avoid a regular assignment.

Q-2. May an engineer take extra (undisturbed) rest under 1(b) if his/her last trip in the five (5) day period was a deadhead?

A-2. Yes. The intent of the rule is to provide an opportunity for extra rest when both work and deadhead have resulted in no rest period(s) of twelve (12) or more hours in the previous five (5) calendar days.

Q-3. Is an engineer removed from the extra board or pool when he/she takes extra rest at the home terminal?

A-3. No. An engineer will hold his/her turn on the board or in the pool. If the pool engineer's turn goes out while the engineer is on extra rest they will wait for their turn to return to the home terminal. If extra board engineer will continue to move up the board and if not rested when first out will remain first out.

Q-4. What happens if an engineer takes undisturbed rest at the away-from-home terminal?

A-4. If the engineer is first-out and not rested for a call, the engineer will remain first-out until rested.

Q-5. Must the Carrier hold a train for an employee requesting extra rest?

A-5. No.

Q-6. Under Section 2, must engineers meet the requirements of both 1(a) and 1(b) to be eligible to take extra rest?

A-6. No, engineers may request extra rest if they meet the requirements of either 1(a) or 1(b).

The above listed questions and answers are agreed to between the parties and immediately become effective.

Signed this 20th day of February, 1997

/s/ B.D. MacArthur
B.D. MacArthur – BLE

/s/ L.A. Lambert
L.A. Lambert – UP

/s/ D.E. Penning
D.E. Penning – BLE

/s/ A.T. Olin
A.T. Olin – UP

/s/ M.L. Royal
M.L. Royal – BLE

/s/ J.M. Raaz
J.M. Raaz – UP

/s/ D.L. Stewart
D.L. Stewart – BLE

/s/ M.A. Young
M.A. Young – BLE

Approved:
/s/ J.J. Marchant
J.J. Marchant – VP - UPRR

MEMORANDUM OF

**AGREEMENT
#1210159745**

between the

UNION PACIFIC RAILROAD COMPANY

for the territory
Eastern District
and the

BROTHERHOOD OF LOCOMOTIVE ENGINEERS

**EXTRA (UNDISTURBED) REST –
HOLDING TURNS/EXTRA BOARD POSITIONS**

At the request of the Organization in its letter of May 7, 1997, Carrier is now agreeable in amending the application of the System Agreement "Extra (Undisturbed) Rest" of June 1, 1996, to the extent as follows:

Q-3 Is an Engineer removed from the extra board or pool when he/she takes extra rest at the home terminal?

A-3 No. The Engineers' pool/extra board position will continue to rotate and if the Engineer is not rested when the turn/extra board position becomes first-out, it will remain first-out until the engineer is rested and available for service.

This Memorandum of Agreement amending the application of the system "Extra (Undisturbed) Rest" Agreement will become effective on JANUARY 1 1998 and may be cancelled at any time thereafter by the serving of a thirty (30) day advance notice by either party.

Signed this 25th day of November, 1997

FOR THE BROTHERHOOD
OF LOCOMOTIVE ENGINEERS:

/s/ Michael A. Young
M.A. YOUNG
GENERAL CHAIRMAN

FOR THE UNION PACIFIC
RAILROAD COMPANY:

/s/ L.A. Lambert
L.A. LAMBERT – UP
GENERAL DIRECTOR
LABOR RELATIONS

UNION PACIFIC RAILROAD COMPANY

L.A. LAMBERT
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June 28, 1996
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MR. D L STEWART
GENERAL CHAIRMAN BLE
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MR. M A YOUNG
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Gentlemen:

With the adoption of the new "System Agreement - Extra (Undisturbed) Rest" Rule (Attachment (f) of the System Local Agreement) which was effective June 1, 1996, the following rules in the basic schedule of agreements are no longer applicable:

Rule 110 for the Territory Salt Lake City-Butte and Granger-Huntington

Rule 74 for the Territory Feather River Division (formerly Western Pacific Railroad Co.)

Rule 103 for the Territory Northwestern District - Oregon Division

Rule 131 for the Territory Los Angeles - Salt Lake

Rule 67 for the Territory Eastern District

In addition, all other agreements, understandings and/or interpretations relative to the above-cited rules are also no longer applicable.

Yours truly,

 /s/ L.A. Lambert
L.A. Lambert