

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
RAIL CONFERENCE
BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN
GENERAL COMMITTEE OF ADJUSTMENT

Union Pacific Railroad Company – Western Region/Portland Terminal Railroad Co./Eastern Idaho Railroad
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J. L. Dayton
Vice Chairman

September 5, 2006
20643

Mr. T. J. Donnigan
General Chairman
BLET GCA UPRR(WR)
P. O. Box 609
Pocatello, ID 83204-0609

RE: Report on RVP meeting with (WR) General Chairmen on August 28, 2006, in Salt Lake City for the purpose of reviewing modifications of Upgrade Discipline Policy to be effective October 1, 2006.

Dear Sir and Brother:

Following is my report on the meeting in Salt Lake City hosted by UPRR Western Region Vice President of Operations Jacobi on August 28, 2006, for the purpose of presenting the latest version of Carrier's Upgrade Discipline Policy to the Western Region Labor Organizations. I am including a copy of the 8/2/06 draft of the Upgrade Policy and Power Point presentation that was presented to the group. In addition, following are the notes that I took during the meeting:

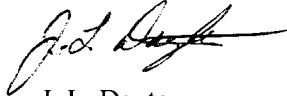
- The meeting was attended by the following:
 - Representing the UPRR: Tom Jacobi – RVP Roseville, Al Hallberg – Director of Labor Relations Roseville, S. Keller, R. Gregory, J. Santamaria, D. Harbert, C. Wise, & R. Orosco.
 - Representing BLET: Lee Pruitt, Bill Hanna, Chuck Fleming & Jim Dayton
 - Representing UTU: Kevin Klein, Glenn Dayton, John Prevesich
 - Representing the Yardmasters: B. O'Reilly
- General Director of Labor Relations R. Gregory opened the meeting with a brief preamble regarding the process of why Carrier modified Upgrade and its discipline policy.
- Mr. Jacoby then took over the meeting and represented Carrier's position and interests. He stated that the policy has been modified significantly with a move toward coaching and counseling for lower level rules violations but the higher level rules violations will carry a bigger disciplinary bite. These include:
 - All level 1 offenses will be subject to conferencing and counseling. There will be no "level" attached to these offenses. The exception to this condition is an employee who has a third "level 1" offense in six month will be charged with a Level 2 offense for violating Rule 1.13.
 - Cardinal rule violations (rules that to quote Mr. Jacobi can maim or kill when violated) and "4-C" rules which are "Collision avoidance rules" carry six month suspensions when violated.
 - FTX is available only to employees with an EQMS score of more than 900 points.
 - EQMS score will show when an employee logs on to tie up or go on duty.
 - The Attendance Policy will continue to be outside the scope of the Upgrade Policy.
 - Missed calls will probably become part of the Attendance Policy jurisdiction.

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- The policy also includes the opportunity for employees to take additional training.
- The policy also permits the addition of 3 points to that employee's EQMS when an employee successfully passes a field test or takes additional training under the policy.
- The policy also provides for shorter retention times for those times when an employee signs a waiver for the discipline.
- In the cases of Level 3 and Level 4 offenses the employee will no longer have an opportunity to request conferencing or counseling, it will be at the superintendent's discretion. L3 discipline will be up to 5 days suspension or up to one day's training and L4 discipline to be 30 days suspension or up to 5 days training.
- There were questions asked of the Carrier regarding the following:
 - The instructions for completing the conductor's report to be placed right on the booklet.
 - Is there a way to ensure that successfully complete field tests and passing data download reviews could be included in those events that increase the EQMS?
 - Are investigations available to employees who wish to contest Level 1 charges?
 - Mr. Jacoby advised the group that these issues would be placed before the review committee to be incorporated into the policy.
- Rollout process:
 - Mr. Jacobi will meet with his superintendents the last week of September.
 - The superintendents will then roll out the modified policy on their respective service units.
 - There will also be a Questions and Answers document which will be put out at that time.
 - General Chairmen will get the final draft prior to implementation (some time around mid-September) with an effective date of October 1, 2006 for the modified policy.
 - The policy will not be implemented until the EQMS add on feature has been implemented.
- Inasmuch as the policy has gone in part to heavier discipline and also has modified the training and education portions I challenged Carrier to address our concerns regarding fatigue and training. RVP Jacobi stated that the Carrier is will to work with us to address those items.

This concludes my report of the meeting. Attached please find a copy Carrier's Power Point presentation and a copy of the 8/2/06 draft of the modified Upgrade Policy that was presented to us on August 28, 2006.

Fraternally,



J. L. Dayton

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