



Rene Orosco
Asst. Vice President

September 21, 2006

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BLET-WRGCA

DRUG TESTING

All General Chairmen

Gentlemen:

The attachment is the content of an article that will appear in the "UP On-Line" on Monday, September 25, 2006 announcing that the Carrier is expanding the panel of drugs being tested for. The additional drugs we are testing for are due to safety issues.

This is for your information in case you receive calls.

Sincerely,

A handwritten signature in cursive script that reads "Rene Orosco".

Effective Oct. 1, Union Pacific will expand company drug tests to include five additional categories of drugs.

"Federal Railroad Administration and Union Pacific research shows an increase in the use of a number of drugs that UP has not been testing. Although federal law does not yet require testing for these additional drugs, Union Pacific has the authority to exceed minimum requirements to ensure safety," said Bob Grimaila, senior assistant vice president-safety and environment.

"Expanding the drug tests, along with our well supported Employee Assistance and RedBlock programs, will help ensure that we maintain the safest possible work environment for our employees."

Drugs covered under the current tests are:

- Amphetamines, including methamphetamine
- Cocaine
- Cannabinoids
- Opiates
- PCP

The new drugs that will be added to the current tests are:

- Barbiturates
- Benzodiazepines
- Methadone
- Oxycodone
- Ecstasy

Union Pacific's Drug and Alcohol Policy does not prohibit the use of a controlled substance prescribed or authorized by a medical practitioner who has determined (based on the employee's medical condition and assigned duties) that the authorized dosage level is consistent with the safe performance of the employee's duties. The railroad requires employees to have a written copy of their treating medical practitioner's evaluation/determination available upon request of their manager or the Medical Review Officer (MRO). Any use of another person's prescribed medicine is prohibited.

For help with a drug problem, contact the National Employee Assistance Help Line at 1-800-779-1212.

For questions about UP's drug and alcohol testing policy, contact Penny Lyons, manager-regulatory compliance, at 1-402-544-5961.