



INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
DISTRICT LODGE 19

OFFICE OF PRESIDENT DIRECTING GENERAL CHAIRMAN: ANDREW W. SANDBERG

April 25, 2024

Mr. Jim Vena
Union Pacific CEO
1400 Douglas Stop 0710
Omaha, NE 68179

Email: jvena@up.com

Mr. Vena,

I am writing to you to express our concern about the continuous furloughs that our members are facing within the Union Pacific Railroad. While we understand the need for businesses to make decisions, we continue to receive disturbing news about the furloughs, and we would like to understand your reasoning.

In your recent statement, you mentioned that the “team is executing a multi-year strategy to be the industry’s best in safety, service, and operational excellence. You also mentioned that your fourth-quarter results showed much of what is possible at Union Pacific and that you are on the right path to reaching your goals.” However, we continue to see our members suffer from the constant furloughs, which is affecting their livelihoods and well-being.

Our members continue to work without the necessary help to accomplish work safely, unable to maintain a quality of life due to drastic cuts and continue to endure consistent pressure to undertake unreasonable tasks.

This strategy as you have mentioned is unsustainable and is detrimental to the health and posterity of Union Pacific. Especially when we consider your employees, which are your biggest asset.

I request to meet in person with you in order to discuss these issues as soon as possible.

Sincerely,

Andrew W. Sandberg
President/Directing General Chairman