

AGREEMENT
Between The
UNION PACIFIC RAILROAD COMPANY
And The
INTERNATIONAL ASSOCIATION OF MACHINISTS

Based on the Parties' discussion regarding the standardization of applicants for employment procedures for all employees represented by the International Association of Machinists, it is agreed that effective August 1, 2007, the individual Rules of the Collective Bargaining Agreements pertaining to the approval of the employment applications of new employees are herewith modified. Such Rules are: Rule 40 of the October 1, 1993 (SPRR-WL); Rule 38 of the June 1, 1960 (MPRR); Rule 43 of the November 1, 1976 (UPRR); Rule 36 of the July 1, 1999 (UPRR); Rule 22 of the July 31, 1980 (DRGW); Rule 40 of the July 1, 1921 (CNW); Rule 27 of the August 1, 1969 (TPRR).

IT IS AGREED:

The following rule will be incorporated into each of the agreements listed above:

“Rule . Applications – New Employees

The applications of new employees will be approved or rejected within ninety (90) work days. Employment of new employees may be terminated without formal hearing by disapproval of application within ninety (90) work days after the applicant begins work. When applicant is not notified to the contrary within the time stated, it will be understood that the application is approved, but this clause shall not prevent the removal from service of such applicant subsequent to the expiration of ninety (90) work days if it is shown that the information given in the application is false, provided such action is taken by the Carrier within three (3) years from the date the employee enters the service. This will not prohibit the Carrier from removing an employee from service after the expiration of the three (3) year period through the procedures of the discipline rule, if it was found the information was of such a nature that the employee would not have been hired if the Carrier had timely knowledge of it.

1. The foregoing supercedes any previous rules or agreements regarding competency, application approval, discipline or other subjects which conflict with the time frames set forth above, and such conflicting rules or agreements are hereby eliminated.

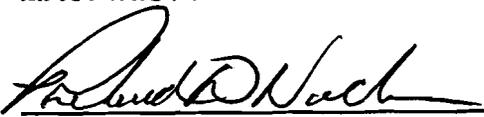
3. This Agreement does not amend the Union Shop Agreement requiring an employee to become a member of the Organization within sixty (60) calendar days of the date the employee first performs compensated service.

This Agreement is entered into to address a unique circumstance and will not be cited by either party in any future negotiations, national or local.

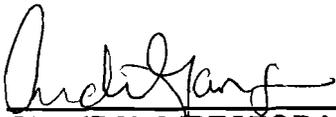
Signed this 18th day of July, 2007.

**FOR THE:
INTERNATIONAL ASSOCIATION
MACHINISTS**

**FOR THE:
UNION PACIFIC RAILROAD**



GENERAL CHAIRMAN, IAM



GENERAL DIRECTOR LABOR RLNS



GENERAL CHAIRMAN, IAM



**ASST TO PRES - DIRECTING
GENERAL CHAIRMAN, IAM**

APPROVED:



PRES - DIR. GEN. CHAIRMAN, IAM