



Gene D. Shire
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Labor Relations

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Mr. J.A. Huston
General Chairman UTU
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January 12, 2010

This letter shall serve to memorialize our discussion in your office on January 7, 2010 addressing the obligations attendant to a groundperson returning to service after having observed a vacation period.

As we discussed, this issue was resolved years ago when the railroad took the position that employees returning from vacation must hold themselves available for service at any time after 12:01 a.m. on the day immediately following the vacation period. The Organization pointed out that this may be considered unreasonable and asked for some relief. It was decided that while an employee returning from vacation does have full displacement rights, the individual was to be allowed until noon of the day following the vacation period in order to exercise that right. Otherwise, the individual would be assigned to the appropriate extra board.

I am memorializing this long-standing application due, in part, to an issue that arose at Willow Springs, IL. If you agree that the foregoing accurately describes how employees subject to the Eastern and Western Lines UTU Agreements are to be handled upon return from vacation, please so indicate by affixing your signature in the space provided below. If you do not agree, please contact me at your earliest convenience so that we may correct this application in order to comply with the collective bargaining agreements.

Sincerely

I AGREE:

General Chairman