

AGREEMENT

between

UNION PACIFIC RAILROAD COMPANY

And

SHEET METAL, AIRLINE, RAIL & TRANSPORTATION –

TRANSPORTATION DIVISION (SMART-TD)

**Trading Assignments
San Antonio Hub**

IT IS AGREED:

1. Conductors occupying a position within the same freight pool may trade positions under the following terms and conditions:
2. Both conductors must be available in "OK" status at the home terminal at the time the trade is requested. The conductor that is advancing in the pool must be rested at the time the trade is requested.
3. Such trade must be mutually agreeable to both of the conductors involved and such mutual agreement is necessary prior to the appropriate CMS Crew Dispatcher being contacted by the SMART Local Chairman or his/her designee, on their behalf, to consummate the trade.
4. The appropriate CMS Crew Dispatcher must be advised of the trade prior to either of the involved conductors being called for service.
5. Once a trade between two conductors has been made, a subsequent trade by either of the involved conductor will not be allowed until he or she has performed compensated service.

6. This Agreement may be cancelled by either party serving a thirty (30) day notice upon other.

Steve Simpson
General Chairman – SMART-TD

T. Gary Taggart
Labor Relations