

INFORMATION FOR SENIORITY SWAP REQUEST

We do not have a negotiated agreement with the Carrier for seniority swaps. Because we have no agreement, any request must be initiated by the employees, and not through this office. Below is information regarding eligibility and the procedure for requesting a swap.

REQUIREMENTS

- Review the 2009 Intracraft Transfer Policy on the UPRR website. The requirements listed on that policy also apply to requests for seniority swap.
- You must have a minimum 2 years of service with Union Pacific.
- Employees who have received discipline will not be considered for a seniority swap until the retention period has ended.
- Each employee will assume the seniority date of the employee with the most junior date. The new date will be controlling for all purposes, including scheduling vacation, under the governing agreements. (Your original seniority date applies for years of service and PL days)
- **Union Pacific will not pay any relocation benefits.**
- **Each employee, prior to exercising seniority, will be required to make sufficient learn-the-road trips in their new territory, as directed by the Superintendent or his authorized representative, until qualified by a Manager, and at his own expense. This condition will apply in the territory and seniority district to which initially transferred, and thereafter whenever when seniority is exercised to a work location requiring learn-the-road trips.**
- **Each employee will be required to pass all necessary examinations particular to the territory of the new assignment at his own expense.**

If you meet the above requirements, you are willing to relocate and participate in the required training at your own expense, and you wish to proceed with a seniority swap request, the following steps must be taken:

PROCEDURE

- Obtain approval from the Superintendent on your service unit for the proposed swap.
- Obtain approval from every Local on the hub where you hold seniority. A list of the Local Chairpersons and Secretary/Treasurers for each hub is available on our website for your convenience. www.utugca927.com
- If you have both Trainman and Engineer seniority, contact the BLET General Chairman, Warren Dent, for approval.
- If the employee you are swapping seniority with belongs to a different General Committee, he/she must contact the General Chairman of that Committee for instructions.
- After you have received approval from the Superintendent and every Local on your hub, mail copies of approvals to this office at:

SMART Transportation Division
1101 ESE Loop 323, Suite 180
Tyler, Texas 75701

Include with this information your email address and telephone number so that we may contact you.

- Do not send approvals to this office until you have received one from the Superintendent and one from every Local. Due to the number of our members wishing to swap seniority, we are not able to keep up with each individual's approvals, etc.

- After you have received all approvals, furnished copies to and obtained approval from this office, contact Labor Relations and request an agreement for seniority swap. In your letter to Labor Relations, advise that you have approval from your General Committee. Send your request to:

Mr. Gary Taggart, DLR
Union Pacific Railroad Company
24125 Aldine Westfield Road
Spring, Texas 77373

If the employee you are swapping seniority with is a member of this General Committee, you may send a joint letter to Labor Relations. Otherwise the other employee will be guided by his own General Chairman as to the required procedures.

- If approved by Labor Relations, an agreement will be written and provided to this office for your signatures. We will furnish it to you upon our receipt of the document.

GOOD LUCK!