

**MEMORANDUM OF AGREEMENT**

between the

**UNION PACIFIC RAILROAD COMPANY**

and the

**BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN**

**(SAN ANTONIO HUB)**

**SAN ANTONIO ROAD EXTRA BOARD  
DRIVING ALLOWANCE**

In order to eliminate delay associated with transporting road extra board crews when reporting to assignments at locations other than their regular on and off duty points in the San Antonio Terminal, the parties agree as follows:

If a San Antonio road extra board employee is called and his/her assignment location in the San Antonio terminal is at another location other than the regular reporting point the employee may elect to drive direct to the other reporting point. Employees who do so will be allowed an one hour driving allowance at the pro rata rate in lieu of reporting to the regular reporting point and being transported to the assignment location to start work and being returned to the reporting point after assignment. Employees entitled to the one hour payment must include the on duty point of the assignment with their claim for the one hour payment on their timeslip in order to receive payment. Without prejudice to either party's position and on a not-to-be cited basis, any guarantee earnings shall not offset payment of the one hour driving allowance.

**EXAMPLE:** The San Antonio road extra board has a reporting point at Kirby Yard. An extra board employee is called for a 7AM assignment out of SoSan. The employee elects to report direct to SoSan Yard at 7 AM in lieu of reporting to Kirby at 7 AM. The employee shall be paid one hour in addition to all other earnings for the tour of duty

Signed this 16th day of JULY 2008.

**BROTHERHOOD OF LOCOMOTIVE  
ENGINEERS AND TRAINMEN:**



**G. GORE**  
General Chairman, BLET

**UNION PACIFIC RAILROAD COMPANY:**



**S. F. BOONE**  
Director - Labor Relations