



**BUILDING AMERICA®**

June 16, 2022

Mr. Ronnie Rhodes  
General Chairman – BLET  
750 FM 1821  
Linden, TX 95563

Dear Mr. Rhodes:

Based on our conversations the Carrier and the Organization wish to standardize the old head process for all locals, yards and pool assignments governed by the MPUL agreements.

1. An Engineer can old head any job in which they are qualified in the hub.
2. All jobs that are vacant for a known vacancy for 5 days or greater are eligible for first day of the vacancy.
3. Employees in pools cannot old head jobs within the same pool they are assigned.

I concur,

  
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Ronnie Rhodes  
General Chairman, BLET

  
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Rebecca Cates  
Director of Labor Relations, Union Pacific

  
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Kyle Bagby  
Vice General Chairman, BLET

  
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Todd Plagman  
Manger 1 Labor Relation Union Pacific