

CIRCULAR LETTER NO. 14

July 28, 2004

TO ALL LOCAL CHAIRPERSONS:

Dear Sirs and Brothers:

As an on-going process - in the General Chairman's office, we send out Circular Letters as circumstances dictate in regard to issues that are of importance to all of our Membership. We are requesting that you read these documents at your Union Meetings for the Membership's benefit and also place them on bulletin boards for those Members who cannot attend the Union Meeting. Incorporated below are issues of importance for our Membership.

Section Six Notices:

Pursuant to Article X of the 2002 UTU National Agreement this office will serve Section 6 Notices on the Carrier for the Year 2005 System and National Agreement. Wage and Rules that are National in scope will be handled by the UTU International Negotiating team. UP/CNW Lines System issues will be the responsibility of this office. Please canvass your Membership for input and ideas for the CNW Lines Section 6 Notices. Forward the Membership's ideas to this office in writing for consideration and incorporation in the Section 6 Notices. The ideas should be System-wide in nature. The Section 6 Notices will be served on the Carrier shortly after November 1, 1999.

Temporary Productive Work Program:

This office has learned that at some locations on the Union Pacific Railroad the carrier has instituted a program of alternative work for injured employees. The employee works under the direction of a supervisor and a "return to work coordinator". This program is another version of "light duty", regardless of the name du jour assigned by the carrier. As in all such "light duty" programs, the employee must be cautious of the "return to work coordinator" attempting to substitute the program for the medically prescribed course of treatment for the injury.

It is noteworthy that the carrier attempts to sell the program by promising that the employee will not be required to exhaust other paid leave or vacation while recovering. This demonstrates that the carrier's use of paid leave to offset FMLA leave is another attempt to coerce the employees to substitute "light duty" for lost time, thus under reporting injuries

and avoiding safety oversight.

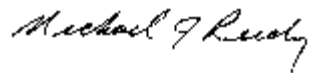
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Trusting this information will aid you in keeping our Membership informed of issues confronting us and with best personal wishes, I remain

Fraternal ly yours,



Michael J. Reedy
General Chairman, G. C. A.

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cc: Paul Thompson, President - UTU
Rick Marceau, Assistant President - UTU
Dan Johnson, III - General Secretary/Treasurer - UTU