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Consolidated General Committee of Adjustment
Union Pacific Railroad Company
(Eastern & Northwest Districts, former CNW Railway Co)
Kyle Railroad, Nebraska Central Railroad, Portland Terminal Railroad,
Wichita Terminal Association, Coos Bay Rail Line, NIRCRC (Metra)

August 25, 2025

via email only

Ms. Beth Wilderman
Director – Labor Relations
Union Pacific Railroad Company
1400 Douglas Street, Stop 0710
Omaha, NE 68179

Dear Ms. Wilderman:

This office has received reports from various locations that management has implemented meal period compliance mandates for employees in yard and local service. The Organization adamantly objects to both the mandate and its associated disciplinary measures, as such violate the controlling agreements and will further erode an already strained relationship between local management and employees.

Carrier's newfound 30-minute limitation on meal periods in local service violates the controlling agreements and numerous arbitration awards that provide employees in local service reasonable time to take a meal period. Carrier acknowledged these employees are allowed reasonable time for a meal period in Section 6 bargaining and proposed the elimination of such rules.

Carrier must immediately rescind its mandate to employees over lunch periods to ensure the status quo is maintained while the parties are engaged in Section 6 bargaining. Until the mandate is rescinded, the Organization has informed members in local service to submit a time claim for each instance where a reasonable meal period is not provided.

Given the seriousness of this matter, please respond immediately in writing.

Sincerely,

A handwritten signature in blue ink, appearing to be "L. Edington".

Luke Edington
General Chairperson