

FORWARDED VIA U.S. MAIL & E-MAIL

July 18, 2012

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UTU/BLET General Chairmen
July 18, 2012

RE: Drug & Alcohol Policy Updates

Gentlemen:

Enclosed for your information please find a copy of the Union Pacific Drug and Alcohol Policy, with updates effective August 1, 2012. Among the updates are provisions prohibiting use of synthetic drugs (Section 5.4.5) and requiring employees to turn off electronic devices during the testing process (Section 16.3.6). Questions about the policy may be directed to DAT@up.com or 800-840-3784.

As always, we appreciate the support of your organizations and your members in providing a safe and healthy work environment.

Yours truly,

A handwritten signature in blue ink, appearing to read "A. Terry Olin", with a long horizontal flourish extending to the right.

A. Terry Olin
Assistant Vice President – Labor Relations

Enclosures (pdf copy of policy)