



July 26, 2023

Maqui Parkerson  
Vice President – Labor Relations  
Union Pacific Railroad  
1400 Douglas Street  
Omaha, NE 68179

Dear Ms. Parkerson,

For the past two (2) years Union Pacific has attempted to engage our membership with catchy slogans and feel-good branding, with messages like, “how matters” and “you said we did”. With the announcement today that Jim Vena will be the CEO effective August 14, 2023, there is no doubt the Carrier was lying to our membership, and possibly to yourselves.

As COO, Jim Vena enacted policies, practices, and procedures that deliberately destroyed our members’ quality of life for the sake of profit and make him personally responsible for the hardships our membership and other employees have endured in the last few years. He orchestrated huge furloughs and cuts to every department in transportation, which resulted in the crew shortages we have yet to recover from. Vena put this railroad on a long-term path of destruction for a short-term return on investment for Wall Street tycoons. Watching Union Pacific place this Albatross as CEO for the foreseeable future is heartbreaking for those of us who have worked hard to bring Union Pacific back from the brink.

With these changes taking place, we must also make appropriate changes to our dealings with Union Pacific as Mr. Vena had zero respect for making or maintaining Collective Bargaining Agreements.

The meeting scheduled for August 21, 2023, with CEO Lance Fritz, is obviously canceled and none of us wish to meet with CEO Vena, and we are sure the feeling is mutual. August 22, 2023, we were scheduled for a meeting with all General Chairpersons (all crafts), in Omaha. Since CEO Vena will only be in office for a few days, we will not waste our time and our membership’s money on a meeting with no substance or direction.

As for the meetings we have tentatively scheduled for September and November, our approach will be a “wait and see”. At our last meeting it was decided that your group

would share a counter to our proposal for Article VI and AWTS on August 21, 2023. We have no faith that your group will have a proposal to share due to Vena being named CEO. If we do receive a proposal from your group, we will visit times and places to meet again.

We have every intention to continue to negotiate in good faith over the issues listed above; however, we also feel that there is very little chance your group will be allowed to do likewise. SMART-TD has worked vigorously to make agreements designed around real change and real quality of life for our membership. Make no mistake, we do not wish to abandon the work we have done or the progress we have made during this time.

In closing, Union Pacific took a giant step backwards in its leadership and has lost our trust with the announcement made today. We will need to see positive actions, not words like "how matters" and "you said we did" from this new group of leadership before any faith can be restored. Until then, we remain skeptical and are preparing our membership for another round of poor service to customers and decreased quality of life.

Respectfully,

*Roy Davis*

Roy Davis  
General Chairperson  
GO-577

*Luke Edington*

Luke Edington  
General Chairperson  
GO-953

*Gary W. Crest*

Gary Crest  
General Chairperson  
GO-887

*Scott Chelette*

Scott Chelette  
General Chairperson  
GO-927

*Joe Cornelius Jr.*

Joe Cornelius Jr.  
General Chairperson  
GO-569