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General Chairman



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International Brotherhood of Teamsters
Brotherhood of Maintenance of Way Employees Division

Layton Griffin, Assistant Vice Chairman
Murphy Evans, Assistant Vice Chairman

Illinois Central Gulf Federation

May 8, 2017

Dear Brothers and Sisters,

I am pleased to announce that the Union Pacific has effectively withdrawn the residence "policy" issued by Engineering VP Greg Workman on February 6, 2017. Your union challenged that policy and the UP now agrees with the Union that an employee can have only one primary residence – that is the residence of record you have supplied to UP. The enclosed letter from UP Assistant Vice President Labor Relations Pat Kiscoan is the full UP response to our challenge.

However, I must stress that when the Union challenged UP on the residence issue, we did so with the understanding that when you supply UP with your residence address it is your legitimate primary residence. That means the residence must be the place you primarily reside, the place you are registered to vote, the address shown on your driver's license and motor vehicle registration, etc. In other words, there can be no dispute that your primary residence is where you live. That does not mean you cannot own rental properties, a vacation home or the like. In other words, the UP cannot claim you have a vacation home or own a rental income property within 50 miles of your worksite and claim that it is your "residence" for away from home allowance purposes. What it does mean is that you should not use such property addresses as your "residence" for purposes of claiming *per diem* payments or travel allowance payments if your primary residence is within 50 miles of your work location.

Your Union will continue to discuss and refine this issue with UP as issues arise in the field. If you have any questions regarding the primary residence issue or you are having difficulty establishing a *bona fide* change of residence with UP, contact your local system officer or Lodge local chairman for assistance. We will help you get all issues resolved quickly and clearly.

In solidarity,

Hayward Jude Granier, General Chairman/Principal Officer

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of the International Brotherhood of Teamsters