



**BUILDING AMERICA®**

Via email ([tcardwell@bmwe.org](mailto:tcardwell@bmwe.org))

October 30, 2023

Tony D. Cardwell  
President, Brotherhood of Maintenance of Way Employees Division

Dear Tony,

This letter responds to your letter to the members of the Surface Transportation Board dated October 27, 2023. I am writing to correct your inaccurate assertions that Union Pacific's current headcount levels are affecting safety on our railroad.

Most importantly, Union Pacific is committed to the safety of our operations. Our day-to-day work to maintain and inspect our railroad remains in place and will not be interrupted.

- The changes you discussed in your letter involved changes to our capital program, not our ongoing maintenance work.
- Also, as you know from your time at Union Pacific, we historically have adjusted our capital program around the fourth quarter and this year is no exception.
- You are also aware that the timing of this action coincides with the heavy vacations that many of our employees working on capital projects choose to observe towards the end of the year.

As we have done every year, we will be advertising positions for next year's program work in mid-December to begin our 2024 capital work in early January. Given the four weeks between our actions and the posting of jobs for our 2024 capital program and the seniority bidding that will occur, we do not anticipate significant furloughs, if any, resulting from this action.

As part of our efforts to explain the upcoming plan changes, we communicated transparently with BMWED so that we can work together to address employee concerns. We are disappointed that you did not extend the same courtesy to us. Going forward, I would encourage you to reach out to us first so that we can discuss your concerns before mischaracterizing our actions based on your own perceptions.

Respectfully,

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