



BUILDING AMERICA®

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Leveraging Engagement to Produce Results

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Union Pacific Environmental Policy






Union Pacific Environmental Policy

Union Pacific Railroad is committed to protecting the environment now and for future generations by continuously improving our management systems and operating efficiency while developing and investing in technology to reduce the company's environmental footprint.

Our employees understand that protecting the environment is part of every job. Union Pacific employees, customers, shareholders and the more than 7,000 communities we serve and call home can expect our full compliance with all laws and regulations and the pursuit of continuous improvement in our environmental performance.

We are dedicated to maintaining our leadership role in providing safe, reliable, fuel-efficient and environmentally responsible freight transportation of the goods American families and business need.



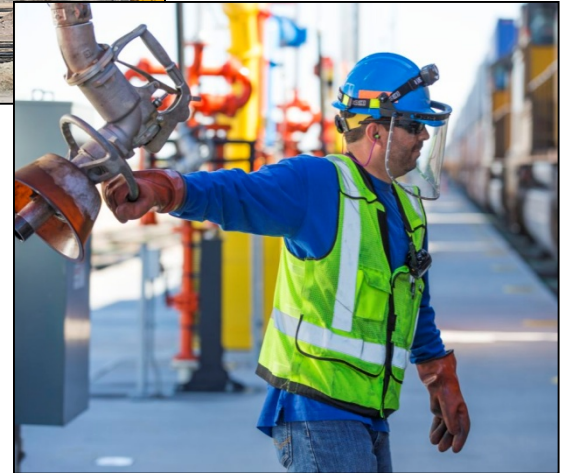
- ...protecting the environment is part of **every job**.
- *Union Pacific employees, customers, shareholders and...communities we serve and call home can expect our **full compliance** with all laws and regulations...*
- ...and the pursuit of **continuous improvement** in our environmental performance.



2016 Fast Facts

- Union Pacific ranks 129 on the Fortune 200 list
- \$18.6 billion in 2016 freight revenue
- \$19.9 billion in 2016 total revenue
- UP operates in 23 states
- 32,100 route miles
- 51,500 total miles
- 42,900 employees
- \$4.1 billion in annual payroll
- 10,000 customers
- 8,500 locomotives
- 65,900 freight cars
- UP 2016 capital spending was \$3.5 billion
- 2016 infrastructure replacement: \$1.8 billion
 - Replacing or installing almost 850 miles of rail
 - Replacing or installing almost 4.5 million ties

32,000 Mile Outdoor Assembly Line



42,000 people on the go, 16 of us



Engagement



- Why
 - Path to compliance
- Who & What
 - Purposed dialogue
 - Across company
 - Build accountability
- When
 - Quarterly for most
- How
 - One by one by one
 - Aligned throughout

Engagement Best Practices
Document ID: 1000-404

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Owner: Bob Toy

1) Purpose

Collaboration is the key to EMG's success:

- It is a key aspect of the company's value of Working as a Team.
- Engagement is at the heart of UP Way.
- Half of the company's [Core Competencies](#) directly address collaboration.

This document consolidates best practice methods for how Environmental Operations engages others to find mutually beneficial outcomes.

2) Scope

This document addresses engagement at broad and specific levels with these topics:

- [Key Principles for EMG Engagement](#)
- [Field Visit Timing](#)
- [Components of an Effective Engagement Session](#)
- [Environmental Engagement Topics with Key Company Segments](#)
- [Company Engagement Strategies](#)

Who



280									3rd Q 2017	
Employee First Name	Employee Last Name	Position Title	Department	MOU Desc	Employee Location City Name	Employee Location State	Prog Mgr	Outreach Responsibility	3Q17 Date Complete	Delivery Method
PAUL	MARTINEZ	Dir Trans Svcs	TRNSP NORTHERN RGN	SUPT-SUPT & STAFF	ST PAUL	MIN	Hall	Coupet	9/7/2017	Face-to-face
K	PRATT	Dir Trans & Road Ops	TRNSP SOUTHERN RGN	SUPT-SUPT & STAFF	TULSA	OK	McNutt	Clark	7/20/2017	Face-to-face
BRAD	STEFFEL	Dir Sys Loco Facil I	MECHANICAL	MECH - DENVER LOCOMOTIVE SHOP	COMMERCE	CA	Rohde	Schaefer	9/22/2017	Face-to-face
RICHARD	WELLS JR	Gen Supt Trans Svcs	TRNSP NORTHERN RGN	SUPT-SUPT & STAFF	CHICAGO	IL	Hall	Coupet		
PATRICK	WIETH	Dir Term Ops	TRNSP NORTHERN RGN	SUPT-TERMINAL OPRNS	WICHITA	KS	Hall	Johnson	8/28/2017	Face-to-face
ANDREW	GONZALES	Dir Track Mntce	TRNSP WESTERN RGN	SUPT-TRACK MAINTNC	ROSEVILLE	CA	Rohde	Fallon / McGovern	9/7/2017	Phone
JAY	EVERETT	Gen Supt Trans Svcs	TRNSP SOUTHERN RGN	SUPT-SUPT & STAFF	N LT ROCK	AR	McNutt	Kelley	8/2/2017	Face-to-face
GERALD	NOLL	Dir Track Prgm Ties	ENGINEERING	ENGINEERING-PROGRAMS	LONGVIEW	TX	McNutt	McNutt		
GREGORY	WORKMAN	VP Engrng	ENGINEERING	ENGINEERING-VP & STAFF	OMAHA	NE	Toy	Toy	9/29/2017	Face-to-face
RUSSELL	LLOYD	Dir Construct	ENGINEERING	ENGINEERING-CONS-TRK, SIG, BRIDGE	OMAHA	NE	Toy	Toy		
TODD	MENCHACA	Dir Track Prgm Ties	ENGINEERING	ENGINEERING-PROGRAMS	FT WORTH	TX	McNutt	McNutt		
JAMES	TEN KATE	Dir Road Ops	TRNSP NORTHERN RGN	SUPT-OPER PRACTICES	DENVER	CO	Hall	Selken	8/24/2017	Staff Meeting
MARK	WHEELAND	Chief Engr MofW - So	TRNSP SOUTHERN RGN	SUPT-TRACK MAINTNC	SPRING	TX	McNutt	McNutt	7/20/2017	Face-to-face
CHAD	WILBOURN	RVP - South	TRNSP SOUTHERN RGN	SUPT-SUPT & STAFF	SPRING	TX	McNutt	McNutt	7/20/2017	Face-to-face
MICHAEL	RUTHERFORD	Dir Ntwk Ops Non-Hazmat	PREMIUM OPERATIONS	IMDL OPS - INTMDL & ISD	OMAHA	NE	Toy	Toy		
STEPHEN	CHENEY	Gen Dir M/W - Environmental	ENGINEERING	ENGINEERING-DESIGN	OMAHA	NE	Toy	Toy	7/10/2017	Face-to-face
KENNETH	BRUENING	Chief Engr MofW - North	TRNSP NORTHERN RGN	SUPT-TRACK MAINTNC	OMAHA	NE	Hall	Hall	9/22/2017	Face-to-face
GORDON	THOMPSON	Chief Engr MofW - We	TRNSP WESTERN RGN	SUPT-TRACK MAINTNC	ROSEVILLE	CA	Rohde	Rohde	7/5/2017	Phone
CHRISTOPHE	REISWIG	Dir Track Mntce	TRNSP NORTHERN RGN	SUPT-TRACK MAINTNC	ST PAUL	MIN	Hall	Coupet	9/7/2017	Face-to-face

How

Topics for interaction with the most frequently identified roles:

Field Transportation

- Non conformance tracking process and status (EMS 1000-600 series)
- Discussion Card process and status (EMS 1000-403)
- Inspection (SHEOP, CIPR, Team2) role, results, and status
- Recent visit results and status
- [Environmental Checklist](#), particularly “General”, “Waste”, and “Air” categories
- [Quarterly Tip Sheet](#) (under “Helpful Tips”)
- Anticipation of change, such as generators, system gang plans, yard cleanings, transloads, etc.
- Conservation opportunities, such as reducing electricity, water, or paper consumption

Field Engineering

- Non conformance tracking process and status (EMS 1000-600 series)
- Discussion Card process and status (EMS 1000-403)
- Inspection (SHEOP, CIPR, Team2) role, results, and status
- Recent visit results and status
- [Environmental Checklist](#), particularly “General” and “Waste” and categories
- [Quarterly Tip Sheet](#) (under “Helpful Tips”)
- Anticipation of change, such as system gang plans, yard cleanings, etc.

Locomotive Shop



Environmental Best Practices Checklist

Date: _____
Yard or MP: _____
Dept. or Facility: _____

These actions, while not all-inclusive, bring value by emphasizing compliance with legal requirements and best management practices to protect human health and the environment.

Direct questions or issues to your [Manager - Environmental Field Operations \(MEFO\)](#).
To access links, go to Employee site and select “Departments”, then “Environmental Management” under “Safety”

General:

- 1) Follow the RMCC [Spill Reporting Policy](#)
- 2) Ensure your building has an [asbestos inspection posting](#)
- 3) Ensure MEFO is aware of [propane, welding cylinders, or fuel stored](#) on site
- 4) [Label chemicals and containers with content information and store properly](#)

Waste:

- 1) Ensure your location is neat and clean
- 2) [Collect trash and dispose in a closed dumpster](#), and keep cover closed
- 3) [Manage solid waste, trash and debris](#) in a safe and orderly manner
- 4) Take action regarding waste that requires disposal
- 5) [Recycle waste](#) when and where possible
- 6) [Recycle oil](#) through the Company’s Asset Disposition System (ADS)
- 7) Label, date and store [spent fluorescent bulbs](#) as Universal Waste; dispose within 1 year
- 8) Label, date and store spent [signal batteries](#) as Universal Waste; dispose within 1 year
- 9) Properly [manage hazardous waste](#)
- 10) Dispose of [empty paint and aerosol containers](#) in the required regulated manner
- 11) Store [railroad ties](#) in an orderly manner for reuse, resale or other final disposition

Spill Prevention Control & Countermeasures:

- 1) Does the location have an SPPC Plan? *If yes, answer 2-5*
- 2) *Know where to find the Plan*
- 3) *Know who is listed as the ‘Responsible Person’*
- 4) *Complete annual EV03E online training*
- 5) *Document tank inspections as required and file on site*
- 6) Label containers “used oil”
- 7) Address any changes to oil handling activities with MEFO

Stormwater Pollution Prevention:

- 1) Does the Yard have a Stormwater plan? *If yes, answer 2-6*
- 2) *Are you a member of the Stormwater Pollution Prevention Team?*
- 3) *Complete annual Stormwater and/or EV13 training*
- 4) *Know where outfall(s) are located*
- 5) *Document inspections as required*
- 6) *Implement Best Management Practices (BMPs)*
- 7) Place track blankets at locomotive tie-up locations and shops; ensure they are functional
- 8) Ensure MEFO is aware of vehicle fueling or maintenance on site

Air – Stationary Sources, where applicable:

- 1) For emergency generators, complete and maintain hours of operation logs and fuel tank inspections
- 2) For locomotive [sanding or sand blasting equipment](#), maintain maintenance logs and change filters
- 3) Ensure MEFO is aware of boilers or process heaters on site

How



Program Topics	Count	Score (+,/,-)	Discussion points
Stormwater Pollution Prevention - Permits/Plans			
Oil Handling - Spill Prevention Controls & Countermeasures			
OPA 90 - Facility Response Plan			
Air Permits/Registrations			
Waste Management			
Spill Reporting / RMCC			
Chemical Inventory/Reporting & SARA			
Management of Change - Personnel			
Other:		NA	
Activity Topics			
Environment Audit Schedule			
CIPR/SHEOP/Team ² First half status			
CIPR/SHEOP/Team ² Second half status			
Environmental Audit Corrective Action - T1/T2			
Non conformance Tracking Status			
Training			
Agency Audits			
Other Topics/issues/opportunities			

A Word from the Real World



What Works

- Exposure, such as presenting at quarterly service unit staff meetings
- Weekly/monthly informal field visits
- Respect and understanding of job functions
 - Department, ownership, and workload
- Appropriate use of escalation

What We Can Improve

- Pair “buy-in” from both the top with the field level
- Simplify the approach
 - Deliver messages efficiently and in terms people will understand
- Expand manager level engagement

What Works for You?

Engaging others within the rail industry & beyond

