

**UNION PACIFIC RAILROAD  
TRAINMAN  
(BRAKEMAN, SWITCHMAN, CONDUCTOR, HOSTLER,  
REMOTE CONTROL OPERATOR)  
JOB DESCRIPTION BRIEF**

**JOB PURPOSE**

The objectives of the job are to (1) assure safe, on-time/on-plan train operation and movement; (2) perform switching operations for on-time/on-plan car routing, delivery and pickup; (3) conduct train and equipment inspections; (4) communicate and report information concerning train movements and work orders; (5) interpret and assure compliance with signals; (6) practice safe work habits; and (7) assure compliance with company and Federal rules, general orders, and instructions.

**ESSENTIAL JOB FUNCTIONS**

The statements in this section are essential job functions that an employee must be able to perform with or without reasonable accommodation in order to achieve the objectives of the job. In this regard, please note that the description is generic and represents a composite across likely position assignments. There may be position specific differences related to geography, available technology, work force levels, incumbent seniority level, etc. which should be clarified in individual situations.

**TRAIN OPERATION AND MOVEMENT.** Get on and off stationary equipment. May couple and uncouple air hose and electrical connections between cars and/or locomotives. Ride on moving cars by holding onto grab irons and standing on ladder steps. Moving replacement knuckle to location of broken knuckle; remove and replace broken knuckle; align drawbars by using available equipment to lift, pull or push on the drawbar. Perform hostler operations by operating locomotives between various shop locations, service tracks and switching areas. May utilize remote control transmitters attached to a vest worn by the trainman to facilitate remote control switching and other functions described above.

**PERFORM SWITCHING OPERATIONS.** Read switching instructions on switch lists; oversee switching operations; pull pin-lifter rod to operate knuckle; spot cars for loading and unloading at customer locations; pull on knuckle to open for coupling; apply and release hand brakes; operate various track switches and derails to change routing of train or cars; perform flat and hump yard classification switching; operate automatic switches and retarders. Operate remote control transmitter to perform switching functions described in this paragraph.

**CONDUCT TRAIN AND EQUIPMENT INSPECTIONS.** Observe track conditions for broken rails, defective switches, and so forth. Inspect rolling stock for defects and evidence of wear. Inspect the condition of train and equipment while stationary. Walk on ballast and ground the length of the train to distances of over a mile. Inspect locomotives as required when utilized in remote control service.

**COMMUNICATE AND REPORT INFORMATION CONCERNING TRAIN MOVEMENTS AND WORK ORDERS.** Transmit information using on-board computer terminals and other communications equipment (telephones, radios). Receive, relay, and act upon instructions and inquiries received from train operations and customer service center personnel. Report arrival and departure times, train delays, work order completion, and time on duty.

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**TRAINMAN  
05/2009**

**Horton/UP - 02662**

**INTERPRET SIGNALS.** Observe and respond to variety of wayside and cab signals which include color light signals, position signals, torpedoes, flags, and hot box detectors. Verbally communicate wayside signals in a clear manner to coworkers for verification. Signal crew members for movement on the engine or train using lanterns, hand signals, radio, or telephone.

**PRACTICE SAFE WORK HABITS.** Understand and follow company and Federal safety rules, practices, and procedures. Wear prescribed safety apparel; take appropriate action when conditions threaten safety of self or coworkers. Read, copy and comply with track bulletins, mandatory directives, signals, railroad rules and regulations. Perform and participate in job briefings.

**CUSTOMER SERVICE.** Communicate with local industrial customers concerning their transportation requirements and service problems.

**ATTENDANCE.** Attendance in compliance with the applicable attendance policy is an essential function of this position.

## **JOB REQUIREMENTS**

The following skills and abilities are judged to be critical for performing the essential job functions in a safe and effective manner. Job candidates and employees may satisfy these requirements with or without reasonable accommodation.

**READ AND UNDERSTAND JOB INFORMATION WRITTEN IN ENGLISH.** Must be able to read, understand posted bulletins, regulations, rule books, timetables, train warrants and bulletins, switch lists, etc.

**COMMUNICATE WITH COWORKERS.** Must be able to provide advisory/alert information and coordinate work with coworkers through discussion and through use of telephones and radios. Must be able to communicate in English in a clear, concise manner.

**COMPUTER KEYBOARD LITERACY.** Must be able to use a computer keyboard terminal to input and retrieve information from transportation database.

**PROBLEM SOLVING.** Must be able to anticipate, evaluate, and consider the consequences of various actions when required to make on the job decision without benefit of direct supervision.

**POSITIVE INTERACTION.** Must be able to develop and maintain positive working relationships with coworkers, supervisors, and customers and effectively handle conflict situations. Must be able to work in a group environment, cooperating with others, offering to help when needed.

**VISION AND HEARING.** Must be able to detect and interpret visual stimuli (e.g., wayside and hand signals, printed materials) at near and far distances. Must be able to discriminate colors in signal displays and meet FRA color vision standards. Must be able to judge speed and distance of moving objects and have night vision sufficient to work safely in the dark. Must be able to recognize sounds and changes in sounds (e.g. whistles).

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**PHYSICAL ACTIVITIES.** Must have sufficient strength, flexibility, aerobic capacity, range of motion, and endurance to perform the physical requirements of the job to include: push/pull and lift/carry up to 25 lbs. (frequently), 50 lbs. (occasionally), and move weights up to 84-87 lbs. (rarely). Position requires use of upper extremities and ability to grip bilaterally and bilateral manual dexterity. Ability to maintain 3-point contact (both feet and one hand or both hands and one foot) when holding on to the ladder or car. Must have balance and coordination to climb ladders and stairs. Walk on ballast and ground (occasionally to frequently dependent upon job assignment). Must be able to bend and stoop (occasionally). Must be able to maintain balance and coordination while climbing on ladders 12 feet or more and stairs (occasionally). Walking on ballast and ground (frequently). Working 12 feet or more above ground (occasionally). Bend or stoop to inspect and adjust equipment (occasionally).

## **WORK CONDITIONS**

Employees must be willing and able to perform the essential functions, with or without reasonable accommodation, the following work conditions:

**WORK ENVIRONMENT.** Must be able to work during inclement weather conditions (snow, ice, rain, cold and heat). Must be able to climb and work at elevations more than 12 feet.

**JOB SCHEDULE ENVIRONMENT.** Must be willing to work non standard, unpredictable hours which may include on-call hours, variable shifts, night shifts, weekends, or holidays. Work may require extended time away from home (2-5 days) and extended shifts (10-12 hours).

**SAFETY ENVIRONMENT.** Must be willing to perform job functions with safety implications including climbing on and off large equipment and performing switching operations.

**POSITION ASSIGNMENTS.** An entry level trainman may be immediately assigned to Switchman, Brakeman, or Hostler Helper position assignments. In seniority order, a Trainman will also be required to qualify for Conductor and Locomotive Engineer position assignments. Trainman working as Remote Control Operators must be able to meet licensing requirements allowing them to operate remote control jobs.

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