



Attachment "A"
Wages, Compensation & Benefits

Wages

General wage increases to all IAM rates of pay that provide for growth in real wages each year over the preceding year on July 1, 2025 and on July 1 of each year thereafter through the moratorium period.

Holidays

Add Martin Luther King, Jr. Birthday.

Vacation

Amend vacation schedule as follows: Effective January 1, 2025, new-hire employees working full-time to have paid vacation days, to be taken as single-day vacation subject to all applicable rules, based on their date of hire month (in Year 0) as follows:

January/February	5 days
March/April	4 days
May/June	3 days
July/August	2 days
September/October	1 day

Effective January 1, 2025, employees working full-time in their second calendar year of employment (Year 1) who did not qualify for vacation in the prior year (Year 0) under the National Vacation Agreement will have five (5) paid vacation days, to be taken as single day vacation subject to all applicable rules.

Vacation Accrual Acceleration: Effective January 1, 2025, vacation will be amended as follows:

Two (2) or more years	10 days
Six (6) or more years	15 days
Fifteen (15) or more years	20 days
Twenty-three (23) or more years	25 days

Effective January 1, 2025, employees will be permitted to take five (5) days of their accrued vacation allowance as single vacation days within each calendar year, subject to all applicable rules. This will not impair any agreements providing for the scheduling of more than five (5) days as a single-day vacation.

Bereavement Leave

- Improve bereavement leave.

Personal Leave

- Add one personal leave day.

Safety Equipment

- Yearly cash allowance for all required work clothing, safety equipment, safety boots, and safety glasses.

Savings

- Improve or add company-matched 401K's.

Overtime

- Improve voluntary and involuntary overtime language and procedures.
- Improve paid lunches and breaks.

Attachment "B"
Health & Welfare

Railroad Employees National Health & Welfare Plan GA-23000

- (1) Effective January 1, 2025, coverage for surviving dependents will be extended through the end of the sixth (6th) month following the month in which the employee dies.
- (2) Effective January 1, 2025, plan benefits will include male sterilization procedures (i.e., vasectomy), not including reversals.
- (3) Effective January 1, 2025, the individual annual maximum dental benefit will be increased from \$1,500.00 to \$2,500.00, and the individual lifetime maximum orthodontia benefit will be increased from \$1,000.00 to \$2,500.00.
- (4) Effective January 1, 2025, the vision frame allowance will be increased from \$115.00 every two years to \$250.00 every two years.
- (5) Effective January 1, 2025, the monthly payment for employees who elect to opt-out of coverage under the national health and welfare plan will be increased from \$100.00 to \$200.00.
- (6) Effective January 1, 2025, or as soon as reasonably practicable thereafter, the plan will offer a new medical coverage option with a reduced employee-only rate.
 - 1) There will be a single funding pool to include existing plan options and the new reduced-rate option.
 - 2) The employee-only reduced-rate option employee monthly contribution will be ten percent (10%) of the carrier's monthly payment rate, and will be subject to the provisions of the Side Letter covering contribution rates during the post-2030 amendable period. (attached)
 - 3) The reduced-rate option will be HSA eligible.
 - 4) The reduced-rate option will have the following plan design features:

	In Network	Out of Network
Deductible	\$2,500.00	\$5,000.00
Out-of-pocket maximum	\$5,000.00	\$10,000.00
Coinsurance- office visits and in/outpatient care	90% after deductible	70%
Rx – generic coinsurance (retail and mail order)	10% after deductible	75% of R&C
Rx – formulary (retail and mail order)	20% after deductible	75% of R&C
Rx – non-formulary (retail and mail order)	30% after deductible	75% of R&C
Employee contributions	10% of payment rate (2025= \$206/month)	

Prescription Drug Benefits

Effective January 1, 2025, the following medical and prescription drug plan rules and practices will be implemented:

- (1) Improper billing detection and mitigation programs where available with the plan's medical vendors.
- (2) Out of network referenced-based pricing programs where available with the plan's medical vendors.
- (3) Prior authorization for specialty drugs; and prior authorization, step therapy and quantity limits for non-specialty therapeutic classifications to include anti-infective agents, central nervous system, gastroenterology and ophthalmology.

Employee Contributions

- (1) Freeze the employee contribution to the 2025 rate of \$277.54.

Dependent Pregnancy

- (1) Provide full coverage for pregnancies of female dependent children where benefits don't already exist.
- (2) Provide full coverage for newborn children of female dependent children through age two (2) where benefits don't already exist.

Speech Therapy

- (1) Provide services to restore or improve speech for employees and all eligible dependents without regard to age where benefits don't already exist.

Hospice Benefits

- (1) Increase the hospice benefits to reasonable and customary charges for each course of care.

Life/AD&D Insurance

- (1) Increase Active Employee Life Insurance to \$50,000.00.
- (2) Increase Retired Employee Life Insurance to 20,000.00.

Supplemental Sickness Benefit Plan

Amend the provisions of the Hartford Sickness Benefit Plan to provide the following, effective January 1, 2025. Amend the Plan so that the combined benefit limits payable under the Plan are 90% of the employee's regular daily rate of pay, including payments from the Railroad Retirement Board, if eligible

- (1) Remove the requirement that an employee must be eligible for Railroad Retirement sickness benefits to qualify for benefits hereunder.
- (2) Amend the Plan to change the maximum duration for the payment of benefits to eighteen (18) months.
- (3) Employees will be eligible for these benefits after three (3) months of service, regardless of eligibility for Railroad Retirement sickness benefits.

Attachment "C"
Common Shop-Craft Rules

Sick Leave

- (1) Effective January 1, 2025, and each year following, each employee would receive seven (7) paid sick days.
- (2) Unused sick days shall be banked or paid out.
- (3) Sick days used will not be subject to discipline if you do not supply a doctor's note.

Bank Time

- (1) Machinists, at their option, may elect to accept compensatory time off in lieu of the overtime premium. The straight-time portion of overtime pay will be paid, and the half-time portion of the overtime will be accrued in a compensatory time bank.

Skills Differentials

- (1) Improve skills differential.
- (2) Capture any future changes in technology.
- (3) Improve traveling package for Roadway Mechanics.
- (4) Improve overnight accommodations.

Work Scope/Classification of Work

- Alternative fuels, new technologies, etc.
- Locomotive daily inspections.

Shift Differentials

- Improve shift differentials.

Me Too Clause/Protecting Clause

- Union shall have right to select superior compensation, benefits or rules negotiated by any other union during this round.
- Proposals shall not apply on any property where they are already in effect, or where more beneficial provisions are already in effect.