

Agreement

between

Evansville Western Railway, Inc.

and

**International Association of Machinists and Aerospace
Workers**

This Agreement, as set forth below, made this 13th, day of March 2025, by and between the Evansville Western Railway, Inc., (hereinafter “EVWR” or “Carrier”) and the International Association of Machinists and Aerospace Workers (hereinafter “IAMAW” or “Organization”), is in full and final settlement of current negotiations between the parties resulting from the Section 6 notice served by the Organization on or about January 3, 2025, concerning wages, rules, and working conditions for employees represented by the IAMAW.

It is hereby agreed:

ITEM I – RULE 3

Amend Paragraph (d) to read:

- (d) The Carrier will contribute 50 cents for every \$1.00 contribution made by each eligible employee to the Plan for a maximum Carrier contribution of \$1000.00 per calendar year. All contributions will be pre-tax, and the Carrier will match the employee’s contribution on a pay day by pay day basis.

ITEM II – RULE 36

Amend Paragraph (a) to read:

- (a) The straight time rate of pay in effect on December 31, 2025, will be increased as follows:

Section 1 – First General Wage Increase

January 1, 2026 3.5%

Section 2 – Second General Wage Increase

January 1, 2027 3.5%

Section 3 – Third General Wage Increase

January 1, 2028 3.5%

Section 4 – Fourth General Wage Increase

January 1, 2029 3.5%

Section 5 – Fifth General Wage Increase

January 1, 2030 3.5%

ITEM III – RULE 38

- (a) The purpose of this Agreement is to fix the general level of compensation during the period of this Agreement and is in full and final settlement of the notice served by the Organization, signatory hereto, dated January 3, 2025.
- (b) This Agreement shall become effective January 1, 2026, and shall remain in effect through December 31, 2030, and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.
- (c) The parties of this Agreement shall not serve nor progress prior to January 1, 2030 (not to become effective before January 1, 2031), any notice or proposal for changing any matter contained in this Agreement.
- (d) This article will not bar the Carrier and the Organization from agreeing upon any subject of mutual interest.

Signed this 13th day of March, 2025, at Evansville, IN.

For the employees:



James Orwan, General Chairman
International Association of Machinists
And Aerospace Workers

For the EVWR:



Rodney E. Goodwin
Director of Labor Relations

ITEM IV – APPENDIX 1

Amend the portion of Appendix 1 listing rates of pay as follows:

Position	01/01/26	01/01/27	01/01/28	01/01/29	01/01/30
Machinist	41.67	43.13	44.64	46.20	47.82

ITEM V – APPENDIX 7

Amend Appendix 7 Section H to read as follows:

- H. New hire employees covered by this Agreement will be compensated as follows:

A new hire machinist will be paid 90% of the rate of pay in effect for Machinists in Appendix 1 on the new hire employee's date of hire for the duration of the new hires probationary period.

Upon successful completion of the probationary period a new hire machinist will receive 100% of the Machinist's rate of pay.

ITEM VI – SIDE LETTER NUMBER 1

Delete Side Letter No. 1 in its entirety.

ITEM VII – SIDE LETTER NUMBER 2

Delete Side Letter No. 2 in its entirety.

ITEM VIII – SIDE LETTER NUMBER 3

Delete Side Letter No. 3 in its entirety.

ITEM IX – SIDE LETTER NUMBER 4

Renumber Side Letter Number 4 accordingly.

ITEM X – NEW SIDE LETTER

March 13, 2025

SIDE LETTER NO. XX

James Orwan, General Chairman
District Lodge 19 -- IAMAW
25 Basin Hill Road
Duncannon, PA 17020

Dear Mr. Orwan:

This will confirm the parties understanding reached during negotiations for this current round of bargaining which commenced on January 3, 2025, with service upon the Carrier of the Organization's Section 6 Notice, and Attachment "A" dated for the same date.

It was agreed that should the Carrier reach an agreement with another Organization containing more favorable general wage increases in this round of bargaining than those general wage increases offered to the IAMAW in this round of bargaining, and those more favorable general wage increases were not the result of a quid pro quo, then IAMAW will be entitled to the more favorable general wage increases received by the other Organization.

Regards,



Rodney E. Goodwin
Director of Labor Relations

I CONCUR:



James Orwan, General Chairman
IAMAW