



INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS DISTRICT LODGE 19

OFFICE OF PRESIDENT DIRECTING GENERAL CHAIRMAN: REECE MURTAGH

TO: IAM Members at Union Pacific

Dear IAM Family at Union Pacific:

After hearing from our membership and thanks to your solidarity, we are pleased to announce that **the IAM has reached a strong five-year tentative agreement with Union Pacific (UP).**

Victories for our members in the IAM/Union Pacific tentative agreement include:

- A **17.5% general wage increase** (18.77% compounded).
- **Enhances vacation accrual schedules** and gives vacation to new employees.
- **Expands health and welfare benefits**, including coverage extensions for surviving dependents and increases in dental and vision.
- **Bereavement Leave** was expanded to include grandparents, grandchildren, step-parents, and step-children.

Your bargaining committee recommends that our membership ratify this strong agreement, which offers real gains in wages, vacation time, and healthcare benefits.

Please participate in the online ratification vote (details enclosed) from Monday, August 25, 2025, beginning at 11 a.m. ET through Friday, August 29, 2025, at 8 p.m. EST. More information on the tentative agreement is included in the enclosed highlight sheet. Please also contact your Servicing General Chair for any additional questions.

In solidarity,

PDGC Reece Murtagh

Assistant to the PDGC Kenny Krause

Local 325 LC Robert Roush

Local 478 LC Mike Lemon