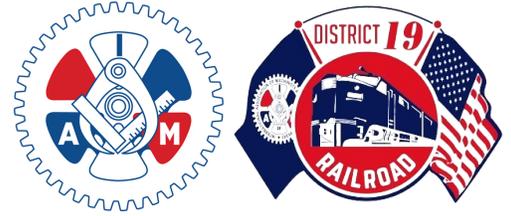


# Union Pacific/IAM Tentative Agreement Summary



A new five-year tentative Agreement with Union Pacific has been reached. The agreement covers IAM Union members.

We are proud to report that we have secured the following additional improvements, building upon the patterned agreements previously ratified by our freight members on CSX and the NCCC Carriers.

## Wage Increases

Annual general wage increases are set as follows:

- July 1, 2025: **4.0%**
- July 1, 2026: **3.75%**
- July 1, 2027: **3.5%**
- July 1, 2028: **3.25%**
- July 1, 2029: **3.0%**

**18.77% Compounded**

See other side for further information

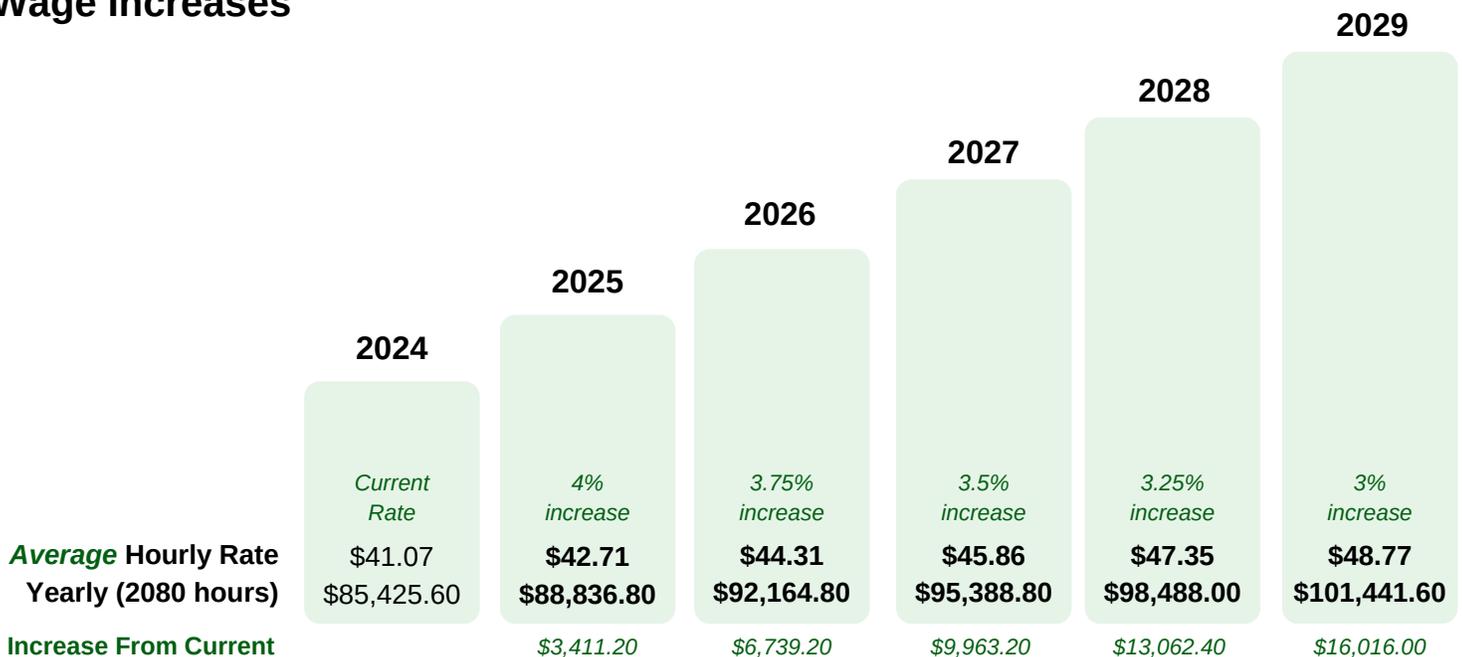
## Vacation Agreement

**New Hires:** Effective January 1, 2025, new employees will receive paid vacation days based on their hiring month, ranging from 1 to 5 days.

**Non-qualifying Year 1 Employees:** Employees not qualifying for vacation in their first year will receive five paid vacation days starting January 2025.

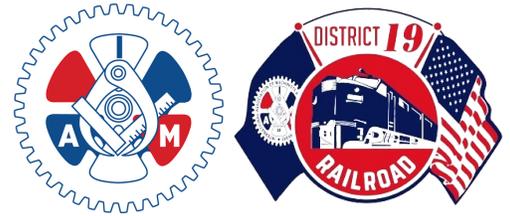
**Vacation Accrual:** Updated accrual schedules enable employees to receive their next vacation accrual increase two years ahead of current schedule.

## Wage Increases



**\$49,192** increased wages per member over life of CBA

# Union Pacific/IAM Tentative Agreement Summary



## Health and Welfare Changes

- Expanded benefits, including coverage extensions for surviving dependents and male sterilization procedures.
- Dental and vision benefits increased.
- Introduction of an employee only reduced-rate, HSA-eligible medical coverage option with a 10% employee contribution.
- Effective January 2025, set employee contributions at 15% of the carrier's monthly payment rate.

**Plan Modifications:** Changes include implementation of billing detection programs, reference-based pricing for out-of-network services, and prior authorization for certain drugs.

## Additional Improvements for IAM Members

- **Bereavement Leave** for IAM Union members will be expanded to include the employee's grandparents, grandchildren, step-parents and step-children.
- **Differentials** - For those employees who meet the criteria, the differential per hour payment outlined under this rule will be subject to all future general wage increases (GWI's) beginning in calendar year 2025.
- **Carryover of Unused Sick Leave** - This side letter confirms that an employee will have the option to "bank" up to (32) hours of unused paid sick time in any calendar year, subject to a maximum bank of (160) hours at any given time.
- **Apprentice Program** - This side letter (#3) confirms that the parties commit to discuss local work rules that address the concerns of each party including finalizing the establishment and implementation of the Apprentice Program to include the use of experience credit to allow an employee to test out under certain criteria and conditions.

Please contact your Servicing General Chairman with questions.

Electronic voting will take place from **Monday, August 25, 2025 beginning at 11 a.m. EST through Friday, August 29, 2025 at 8 p.m. EST**. Each member will receive Tentative Agreement information along with voting instructions via US Mail.