



IAM
U N I O N

DISTRICT 19

OFFICE OF THE PRESIDENT/DIRECTING GENERAL CHAIRMAN

August 30, 2025

IAM District 19 members on Union Pacific have ratified a new five-year agreement with the railroad, marking a significant step forward for our membership. This agreement delivers real improvements to the quality of life on the property, including:

- **Wage Increases:** 18.77% in compounded raises over the life of the agreement, delivered on time.
- **Vacation Benefits:** Faster vacation accrual, providing more flexibility and balance between work and family.
- **Healthcare Improvements:** Strengthened health and welfare benefits to better support members and their families.
- **Expanded Bereavement Leave:** Recognizing the importance of time with family during life's most difficult moments.

What makes this agreement truly historic is the process that led to it. For the first time, two rank-and-file members sat directly at the bargaining table alongside our leadership team. Their voices, rooted in daily experience on the ground, helped shape the negotiations from start to finish. This is not just a milestone for this round of bargaining—it is a model we will continue to build on in future negotiations and decision-making. Member involvement at the table strengthens our hand, ensures our contracts reflect real concerns, and sets the tone for how District 19 will move forward.

Thank you to every member who supported this effort. Together, we will continue to build a stronger future for all.

Sincerely and fraternally,

Reece Murtagh
President/Directing General Chairman