



**IAM**  
U N I O N

**DISTRICT 19**

OFFICE OF GENERAL CHAIRMAN HEATH JACOBS

October 23, 2025

**Subject: CPKC Rail Bargaining Coalition Update**

The most recent round of bargaining took place on October 21 and 22. This round of bargaining took place once again at CPKC headquarters in Kansas City, MO. All craft coalitions arrived fully prepared, bringing the necessary personnel to reach an agreement. In contrast, CPKC brought the same representatives as before, none of whom had the authority to finalize an agreement on behalf of the company.

The previous session had shown signs of progress, with only a few outstanding issues remaining. In good faith, the Coalition submitted proposals to CPKC ahead of this session, hoping for either acceptance or at least constructive feedback. Unfortunately, it became clear that CPKC had not thoroughly reviewed the proposals, as no meaningful feedback was provided. Even more concerning, several issues that CPKC had previously removed from the table were reintroduced, signaling a regression in the bargaining process.

This backtracking suggests either a lack of clear direction on CPKC's part or a deliberate attempt to stall negotiations. The tone and substance of this session felt like a step backward from the August meeting, where the parties had narrowed the issues and appeared to be moving closer to a resolution.

The coalition made it clear that CPKC's regressive approach to bargaining is unacceptable and will not be tolerated. We will continue to do everything we can to gain the membership and the agreement they deserve.

Sincerely,

Heath Jacobs  
General Chairman  
District 19, IMAW