



IAM
U N I O N

DISTRICT 19

OFFICE OF THE PRESIDENT/DIRECTING GENERAL CHAIRMAN

December 16, 2025

We want to provide an update on our position regarding the proposed UP–NS merger.

On November 18th, representatives from IAM District 19, alongside the IBEW and SMART-Mechanical, met with Union Pacific leadership. The meeting focused specifically on UP’s operating plan for the merged entity and its proposed job protection guarantees. **Despite direct and repeated questioning, Union Pacific refused to provide any substantive details regarding their operating plan or potential facility closures.**

Many members have sought clarification on the “Jobs for Life Guarantee” being referenced in other unions’ endorsements. To be clear, U.P. has offered this guarantee **only in exchange for public and formal support of the merger** before the Surface Transportation Board.

So what does “Jobs for Life” actually mean?

It guarantees a job **somewhere** with the combined UP-NS entity but **not** necessarily in your current craft, location, or even your current state. Could you be required to move multiple states away and start over in a different craft? **Yes.** The only thing guaranteed is continued employment *if* you accept whatever position and location the new company offers.

Our position is simple: this guarantee is thin, misleading, and far from what our members deserve. As we’ve traveled through the shops, explained the offer, and listened to your feedback, the response has been unanimous: *“No thanks. I want a job for life where I work now, in the craft I’m in.”*

We remain engaged in discussions with U.P., but given their track record with our members and the ongoing contract violations we continue to confront, there is a long way to go before the Machinists Union District 19 would consider endorsing this merger.

It’s important to remember: **you already have protections if a merger proceeds.** Under **New York Dock (NYD)** labor protective conditions. A three page explanation of NYD protections is available on our website:

<https://districtlodge19.org> → Benefits → New York Dock

We will continue to keep you informed as this process unfolds. Stay safe, and look out for one another.

Sincerely and fraternally yours,

Reece Murtagh
President/Directing General Chairman