



Synopsis of 2025 Tentative System Agreement Members on Union Pacific Railroad **YOUR VOTE IS IMPORTANT!** Learn the facts and cast an informed ballot

Subject to ratification, members will enjoy the benefits outlined below. It is important to note that **NO CONCESSIONS** were made to obtain these benefits and, if ratified, the door will be closed on crew consist negotiations for the life of this agreement on the Eastern District, Pacific Northwest, C&NW, MOP Upper Lines, and SP West.

Front-Loaded General Wage Increases With Full Backpay -(Less the 3% COLA)

- In a break from longstanding patterns and tradition, this TA provides larger GWIs earlier in the life of the agreement, which amplifies the compounding effect to more than 18.75% over five years, as follows:

Effective Date	Increase	Compounded Increase
July 1, 2025	4.00%	4.00%
July 1, 2026	3.75%	7.90%
July 1, 2027	3.50%	11.68%
July 1, 2028	3.25%	15.31%
July 1, 2029	3.00%	18.77%
Totals	17.50%	18.77%

Improved National Vacation Benefits

- For the first time in nearly 30 years, our national vacation schedule will be amended so members will earn more vacation earlier in their careers, as follows:

Paid Vacation	Improved Schedule	Existing Schedule
2 weeks	2+ years of service	2+ years of service
3 weeks	6+ years of service	8+ years of service
4 weeks	15+ years of service	17+ years of service
5 weeks	23+ years of service	25+ years of service

- Members working full-time in their second year of employment ("Year 1") who did not qualify for vacation in the prior year ("Year 0") will be granted 1 week of paid

vacation. Also, for the first time ever, newly hired employees will earn vacation during their initial year of employment (in “Year 0”) as follows:

Mark-up Date	5-day Vacation Week	7-day Vacation Week
January/February	5 days	7 days
March/April	4 days	5 days
May/June	3 days	4 days
July/August	2 days	3 days
September/October	1 day	2 days

Health & Welfare Improvements

- Monthly employee cost-sharing contributions remain at the current calculation of 15% costs. If new agreements are not negotiated and ratified prior to January 1, 2031, the monthly contribution will remain frozen at the rate established for 2030.
- Long awaited and well-deserved benefit increases, effective retroactively to January 1, 2025 (where possible) including:
 - Extended coverage for surviving dependents from 4 months (current) to 6.
 - Coverage for voluntary male sterilization.
 - Doubled opt-out bonuses, from \$100 per month to \$200 per month.
 - Dental benefits increased from \$1,500 to \$2,500 annually.
 - Orthodontia benefits increased from \$1,000 to \$2,500 (lifetime).
 - Vision frame allowance increased from \$115 to \$250 (every 2 years).
- Implementation of prescription drug utilization management rules for certain drugs, improper billing detection and mitigation programs, and out-of-network pricing programs. All of these programs are designed to save our H&W Plan on costs (which helps keep our 15% contributions down) without negatively impacting members.
- An entirely **OPTIONAL** lower cost employee-only (no spouse or dependent coverage) high-deductible H&W plan will be introduced, which is eligible for a new tax-free health savings account (HSA) where contributions never expire. Benefit levels are as follows:

	In Network	Out of Network
Deductible	\$2,500	\$5,000
Out of pocket maximum	\$5,000	\$10,000
Office visits and inpatient/outpatient care	90% after deductible	70%
Rx - generic coinsurance	10% after deductible	75% of R&C*
Rx - formulary coinsurance	20% after deductible	75% of R&C*

Rx - non-formulary coinsurance	30% after deductible	75% of R&C*
Monthly cost-sharing contribution	10% of payment rate (2025 = \$185.03)	

*Reasonable and customary costs, as determined by the insurance company. This amount may be less than what the provider charges, in which case the member would owe the difference

- This **OPTIONAL** lower cost employee-only plan **will not** increase costs under the existing plan or jeopardize our funding levels, so there will be **zero risk** of increased costs to members who are not eligible or not interested in choosing this option!

Expedited Handling of Discipline and Time Claims

- In addition to all of the above, the process for handling members' grievances and discipline cases would be accelerated to final adjudication under the proposed agreement. The new process for discipline cases includes the following:
 - Combines the appeal and conference steps at the general level. This condensed handling will permit cases to be submitted to arbitration much earlier, thereby significantly reducing the length of time a dismissed member is out of service.
 - Prohibits the Carrier from deducting outside earnings for the entire period a dismissed member is out of service (if back pay is awarded in arbitration) and from deduction "potential" earnings during any timeframe.
 - Ensures employees are made whole if the Carrier (General Manager) does not uphold charges.
- The new process for time claim grievances provides the following:
 - Utilizes electronic transmission of appeals at the Local and General level.
 - Conferencing required on a monthly basis. This ensures claims will be conferenced the month following the Local Chairpersons appeal to Labor Relations.

Increased Away From Home Meal Allowance

- Away from home meal allowance increased to \$10.00 after four hours and another \$10.00 meal allowance after twelve hours.

What's the catch? What do we give up?

- Nothing! There are no potential "gotcha" provisions, no convoluted healthcare language, no negative work rule changes, and crew consist is off the table for another 5 years.