

AGREEMENT

THIS AGREEMENT, made this ____ day of _____ 202_ by and between the participating carriers listed in Exhibit A attached hereto and made a part hereof, and represented by the National Carriers' Conference Committee, and the employees of such carriers shown thereon and represented by the International Association of Sheet Metal, Air, Rail and Transportation Workers, Transportation Division ("SMART-TD") witnesseth:

IT IS HEREBY AGREED:

ARTICLE I - WAGES

Section 1 - First General Wage Increase

(for other than Dining Car Stewards)

(a) Effective July 1, 2025, all standard basic daily rates of pay for employees represented by SMART-TD in effect on June 30, 2025 shall be increased by four (4) percent.

(b) In computing the increase for enginemen under paragraph (a) above, four (4) percent shall be applied to the standard basic daily rates of pay applicable in the following weight-on-drivers brackets, and the amounts so produced shall be added to each standard basic daily rate of pay:

Passenger - 600,000 and less than 650,000 pounds
Freight - 950,000 and less than 1,000,000 pounds
(through freight rates)

Yard Engineers - Less than 500,000 pounds

Yard Firemen - Less than 500,000 pounds

(separate computation covering five- day rates and
other than five-day rates)

Section 2 - Second General Wage Increase

(for other than Dining Car Stewards)

Effective July 1, 2026, all standard basic daily rates of pay for employees represented by SMART-TD in effect on June 30, 2026 shall be increased by three-and-three-quarters (3.75) percent, computed and applied in the same manner prescribed in Section 1(b) above.

Section 3 - Third General Wage Increase

(for other than Dining Car Stewards)

Effective July 1, 2027, all standard basic daily rates of pay in effect on June 30, 2027 for employees represented by SMAR-TD shall be increased by three-and-one-half (3.5) percent, computed and applied in the same manner prescribed in Section 1(b) above.

Section 4 - Fourth General Wage Increase

(for other than Dining Car Stewards)

Effective July 1, 2028, all standard basic daily rates of pay in effect on June 30, 2028 for

employees represented by SMART-TD shall be increased by three-and-one-quarter (3.25) percent, computed and applied in the same manner prescribed in Section 1(b) above.

Section 5 - Fifth General Wage Increase

(for other than Dining Car Stewards)

Effective July 1, 2029, all standard basic daily rates of pay in effect on June 30, 2029 for employees represented by SMART-TD shall be increased by three (3) percent, computed and applied in the same manner prescribed in Section 1(b) above.

Section 6 – Standard Rates

The standard basic daily rates of pay produced by application of the increases provided for in this Article set forth in Appendix 1, which is part of this Agreement.

Section 7 – Application of Wage Increases

(a) The adjustments provided for in this Article will not apply to duplicate time payments, including arbitraries and special allowances that are expressed in time, miles or fixed amounts of money, but will apply to mileage rates of pay for miles run in excess of the number of miles comprising a basic day.

(b) In engine service and in train and yard ground service, miscellaneous rates based upon hourly or daily rates of pay, as provided in the schedule or wage agreements, shall be adjusted in the same manner as heretofore increased under previous wage agreements.

(c) In determining new hourly rates, fractions of a cent will be disposed of by applying the next higher quarter of a cent.

(d) Daily earnings minima shall be changed by the amount of the respective daily adjustments.

(e) Standard monthly rates and money monthly guarantees applicable in passenger train service shall be thirty times the new standard daily rates. Other than standard monthly rates and money monthly guarantees shall be so adjusted that money differential existing as of June 30, 2025 shall be preserved.

(f) Existing monthly rates and money monthly guarantees applicable in train service other than passenger will be changed in the same proportion as the daily rate for the class of service involved is adjusted.

(g) Existing money differential above existing standard daily rates shall be maintained.

(h) In local freight service, the same differential in excess of through freight rates shall be maintained.

(i) The existing differential of \$6.00 per basic day in passenger, freight and yard service, and 6¢ per mile for miles in excess of the number of miles encompassed in the basic day, currently payable to engineers working without firemen, shall be maintained and applied in the same manner as the local freight differential.

(j) In computing the first increase in rates of pay effective under Section 1 for engineers, firemen, conductors, brakemen and flagmen employed in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of miles equal to or less than the number comprising a basic day, which are therefore paid on a daily basis without a mileage component whose rates had been increased by “an additional \$.40” effective July 1, 1968, the four (4) percent increase shall be applied to daily rates in effect on the day preceding the effective date of the general wage increase provided for in Section 1, exclusive of car scale additives, local freight differentials, and any other money differential above existing standard daily rates. For firemen, the rates applicable in the weight-on-drivers bracket 950,000 and less than 1,000,000 pounds shall be utilized in computing the amount of increase. The same procedure shall be followed in computing the increases effective July 1, 2026, July 1, 2027, July 1, 2028, and July 1, 2029. The rates produced by application of the standard local freight differentials and the above-referred-to special increase of “an additional \$.40” to standard basic through freight rates of pay are set forth in Appendix 1 which is a part of this Agreement.

(k) Other than standard rates:

- (1) Existing basic daily rates of pay other than standard shall be changed, effective as of the dates specified in Sections 1, 2, 3, 4 and 5 hereof, by the same respective percentages as set forth therein, computed and applied in the same manner as the standard rates were determined.
- (2) The existing differential of \$6.00 per basic day in passenger, freight, and yard service, and 6¢ per mile for miles in excess of the number of miles encompassed in the basic day, currently payable to engineers working without firemen, shall be maintained and applied in the same manner as the local freight differential.
- (3) Daily rates of pay, other than standard, of engineers, firemen, conductors, brakemen and flagmen employed in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of miles equal to or less than the number encompassed in the basic day, which are therefore paid on a daily basis without a mileage component, shall be increased as of the effective dates specified in in Sections 1, 2, 3, 4 and 5 hereof, by the same respective percentages as set forth therein, computed and applied in the same manner as provided in paragraph (k)(1) above.

(l) Trip rates established pursuant to Article V of the 2002 SMART-TD (UTU) Agreement shall be adjusted by application of the general wage increases provided for in this Article I, Sections 1 through 5, in the manner set forth in Article V, Part B, Section 4(c)(1) of that Agreement.

Section 8 – General Wage Increases for Dining Car Stewards

(a) Effective July 1, 2025, all basic monthly rates of pay in effect on June 30, 2025 for dining car stewards represented by SMART-TD shall be increased by four (4) percent.

(b) Effective July 1, 2026, all basic monthly rates of pay in effect on June 30, 2026 for dining car stewards represented by SMART-TD shall be increased by three-and-three-quarters (3.75) percent.

(c) Effective July 1, 2027, all basic monthly rates of pay in effect on June 30, 2027 for dining car stewards represented by SMART-TD shall be increased by three-and-one-half (3.5) percent.

(d) Effective July 1, 2028, all basic monthly rates of pay in effect on June 30, 2028 for dining car stewards represented by SMART-TD shall be increased by three-and-one-quarter (3.25) percent.

(e) Effective July 1, 2029, all basic monthly rates of pay in effect on June 30, 2029 for dining car stewards represented by SMART-TD shall be increased by three (3) percent.

ARTICLE II – VACATION

Section 1 – Vacation for New Hires (“Year 0”)

Effective on the date of this Agreement, new hire employees working full-time to have paid vacation days, to be taken as single day vacation subject to all applicable rules, based on their mark-up date (in “Year 0”) as follows:

	<u>5-day vacation week</u>	<u>7-day vacation week</u>
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

Employees working alternative work schedules will earn this entitlement in accordance with local agreement terms.

Section 2 – Vacation “Year 1” for Non-Qualifying Employees

Effective on the date of this Agreement, employees working full-time in their second calendar year of employment (“Year 1”) who did not qualify for vacation in the prior year (“Year 0”) under the National Vacation Agreement but who worked a full-time schedule will have one week of paid vacation subject to all applicable rules.

Section 3 – Vacation Accrual Acceleration

Effective on the date of this Agreement, the provisions of the National Vacation Agreement will be amended to reflect the following accrual schedules:

(a) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, will be qualified for an annual vacation of one week with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for, as provided in individual schedules.

(b) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having two or more years of continuous service with employing carrier will be qualified for an annual vacation of two weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said two or more years of continuous service renders service of not less than three hundred twenty (320) basic days in miles or hours paid for as provided in individual schedules.

(c) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having six or more years of continuous service with employing carrier will be qualified for an annual vacation of three weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said six or more years of continuous service renders service of not less than nine hundred and sixty (960) basic days in miles or hours paid for as provided in individual schedules.

(d) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having fifteen or more years of continuous service with employing carrier will be qualified for an annual vacation of four weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said fifteen or more years of continuous service renders service of not less than two thousand four hundred (2,400) basic days in miles or hours paid for as provided in individual schedules.

(e) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having twenty three or more years of continuous service with employing carrier will be qualified for an annual vacation of five weeks

with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said twenty three or more years of continuous service renders service of not less than three thousand six hundred and eighty (3,680) basic days in miles or hours paid for as provided in individual schedules.

(f) In the application of (a) – (e) above, each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualification for vacations. (This is the equivalent of 150 qualifying days in a calendar year in yard service and 180 qualifying days in a calendar year in road service.) This qualifying condition and multiplying factor pertains only to service performed by yard and road employees in the preceding calendar year so as to determine qualification for vacation on that basis only.

(g) Calendar days on which an employee assigned to an extra list is available for service and on which days they perform no service, not exceeding ninety (90) such days, will be included in the determination of qualification for vacation; also, calendar days, not in excess of forty-five (45), on which an employee is absent from and unable to perform service because of injury received on duty will be included.

Note: The 90 and 45 calendar days referred to in this Paragraph 1(g) shall not be subject to the 1.3 and 1.6 computations provided for in Paragraph 1(a), (b), (c), (d), and (e), respectively.

Section 4 – Single Day Vacation

Effective on the date of this Agreement, employees will be permitted to take one week of their accrued vacation allowance as single vacation days within each calendar year, subject to all applicable rules. This will not impair any agreements providing for the scheduling of more than one week of vacation as single day vacation.

Article III – Health and Welfare

Part A – Plan Changes

Section 1 – Continuation of Plan

The SMART-TD Health and Welfare Plan (“SMART-TD H&W Plan”) and the Railroad Employees National Health and Welfare Plan (individually and collectively referred to, depending on the context, as “the Plan”), The Railroad Employees National Dental Plan (“the Dental Plan”), The Railroad Employees National Vision Plan (“the Vision Plan”), modified as provided in this Article with respect to employees represented by the Organization and their eligible dependents,

shall be continued subject to the provisions of the Railway Labor Act.

Section 2 – Plan Design Changes

The Plan's Managed Care Program "(MMCP)" and the Comprehensive Health Care Benefit (CHCB) shall both be revised as follows:

- (a) Plan coverage for surviving dependents will be extended through the end of the sixth (6th) month following the month in which the employee dies.
- (b) Plan benefits will include male sterilization procedures (i.e., vasectomy), not including reversals.

The plan design changes contained in this Section shall become effective on the date of this Agreement, or as soon thereafter as practicable.

Section 3 – Plan Design Changes to Contain Costs

(a) The Plan's Prescription Drug Card Program and Mail Order Prescription Drug Program shall be revised to include the PBM's full utilization management rules package for specialty drugs and four additional non-specialty therapeutic classifications (anti-infective agents, central nervous system, gastroenterology and ophthalmology).

(b) The Plan shall implement improper billing detection and mitigation programs where available with the Plan's medical vendors.

(c) The Plan shall implement out-of-network referenced-based pricing programs where available with the Plan's medical vendors.

(d) The monthly payment for employees who elect to opt-out of coverage under the Plan will be increased from \$100 to \$200.

The plan design changes contained in this Section shall become effective on the date of this Agreement, or as soon thereafter as practicable thereafter.

Section 4 - Plan Design Changes – The Dental Plan

The individual annual maximum dental benefit under the Railroad Employees National Dental Plan will be increased from \$1,500 to \$2,500, and the individual lifetime maximum orthodontia benefit will be increased from \$1,000 to \$2,500.

The plan design changes contained in this Section shall become effective on the date of this Agreement, or as soon thereafter as practicable.

Section 5 - Plan Design Changes – The Vision Plan

The vision frame allowance under the Railroad Employees National Vision Plan will be increased from \$115 every two years to \$250 every two years.

The plan design changes contained in this Section shall become effective on the date of this Agreement, or as soon thereafter as practicable.

Section 6 – Plan Design –Employee-Only, Reduced-Rate Option

The Plan will offer a medical coverage option with a reduced, employee-only rate as follows:

(a) There will be a single funding pool to include existing plan options and the new reduced-rate option.

(b) The employee-only reduced-rate option employee monthly contribution will be ten percent (10%) of the Carrier's Monthly Payment Rate (as defined below), and will be subject to the provisions of the Side Letter covering contribution rates during the post-2030 amendable period (attached).

(c) The employee-only reduced-rate option will be HSA eligible.

(d) The reduced-rate option will have the following plan design features:

	In Network	Out of Network
Deductible	\$2,500	\$5,000
Out of pocket maximum	\$5,000	\$10,000
Coinsurance – office visits and in/outpatient care	90% after deductible	70%
RX – generic coinsurance (retail and mail order)	10% after deductible	75% of R&C
RX – formulary (retail and mail order)	20% after deductible	75% of R&C
RX – non-formulary (retail and mail order)	30% after deductible	75% of R&C
Employee contributions	10% of payment rate (2025 = \$185.03/month)	

The plan design changes in this Section shall become effective on the date of this Agreement, or as soon as reasonably practicable thereafter.

Part B – Employee Sharing of Plan Costs

Section 1 - Monthly Employee Cost-Sharing Contributions (Not Applicable to Employee-Only, Reduced-Rate option)

(a) Effective on the date of this Agreement, each employee covered by this Agreement shall contribute to the Plan, for each month that the employer is required to make a contribution to the Plan on the employee's behalf for foreign-to-occupation health benefits coverage for the employee and/or the employee's dependents, a monthly contribution equal to 15% of the Carriers' Monthly Payment Rate. Effective on each subsequent January 1, the monthly employee cost-sharing contribution shall be adjusted to reflect 15% of the Carrier's Monthly Payment Rate for the relevant year.

(b) For purposes of subsection (A) above, the "Carrier's Monthly Payment Rate" for any year shall mean one twelfth of the sum of what the carrier's monthly payments to

- 1) the Plan for foreign-to-occupation employee and dependent health benefits, employee life insurance benefits and employee accidental death and dismemberment insurance benefits,
- 2) the Dental Plan for employee and dependent dental benefits, and
- 3) the Vision Plan for employee and dependent vision benefits,

would have been during that year, per non-hospital association road employee, in the absence of any employee contributions in the aforementioned plans.

Part C – Other

If existing national health care legislation is repealed, the parties will meet and confer on a voluntary basis to discuss the benefits that were previously mandated.

ARTICLE IV - GENERAL PROVISIONS

Section 1 - Court Approval

This Agreement is subject to approval of the courts with respect to participating carriers in the hands of receivers or trustees.

Section 2 - Effect of this Agreement

(a) The purpose of this Agreement is to settle the disputes growing out of the notices served upon the organization by the carriers listed in Exhibit A on or subsequent to November 1, 2024 (including any notices outstanding as of that date), and the notices served by the organization signatory hereto upon such carriers on or subsequent to November 1, 2024 (including any notices outstanding as of that date).

(b) This Agreement shall be construed as a separate agreement by and on behalf of each of said carriers and their employees represented by the organization signatory hereto, and shall remain in effect through December 31, 2029 and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

(c) No party to this Agreement shall serve or progress, prior to November 1, 2029 (not to become effective before January 1, 2030), any notice or proposal.

(d) This Article will not bar management and the organization on individual railroads from agreeing upon any subject of mutual interest.

SIGNED AT ARLINGTON, VA, THIS __TH DAY OF _____, 202_.

**FOR THE PARTICIPATING
CARRIERS LISTED IN
EXHIBIT A:**

**FOR THE EMPLOYEES
REPRESENTED BY SMART,
TRANSPORTATION DIVISION:**

TA Date: 9/15/25 NCCC: jfr SMART-TD: JRF

_____, 202_
#_

Mr. Jeremy R. Ferguson
President - Transportation Division
International Association of Sheet Metal, Air, Rail and Transportation Workers
6060 Rockside Woods Blvd. N., Ste. #325
Independence, OH 44131

Dear Mr. Ferguson:

This confirms our understanding with respect to the general wage increase provided for in Article I, Section 1 of the Agreement of this date.

The carriers will make all reasonable efforts to pay the retroactive portion of such general wage increases as soon as possible and no later than sixty (60) days after the date of this Agreement. The carriers will also implement the general wage increases referenced above as soon as practicable.

If a carrier finds it impossible to make such payments by that date, such carrier shall notify you in writing, explaining why such payments have not been made and indicating when the payments will be made.

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Jeffrey F. Rodgers

I agree:

J. Ferguson

_____, 202_
#_

Mr. Jeremy R. Ferguson
President - Transportation Division
International Association of Sheet Metal, Air, Rail and Transportation Workers
6060 Rockside Woods Blvd. N., Ste. #325
Independence, OH 44131

Dear Mr. Ferguson:

This confirms our understanding and agreement regarding employee contributions to the SMART-TD Health and Welfare Plan ("SMART-TD H&W Plan") and the Railroad Employees National Health and Welfare Plan (individually and collectively referred to, depending on the context, as "the Plan"). For each month that the employer is required to make a contribution to the Plan on the employee's behalf for foreign-to-occupation health benefits coverage for themselves and/or their dependents, a monthly cost-sharing contribution by the employee shall be made in an amount equal to 15% (fifteen percent) of the Carrier's then current Monthly Payment Rate. In the event new collective agreements are not negotiated and ratified prior to January 1, 2031, the monthly cost-sharing contribution will not be increased beyond the rate last established under the terms of the January 1, 2025 agreements.

Upon ratification of successor agreement(s), the full 15% employee contribution rate will be reinstated unless otherwise agreed. If the negotiations for such successor agreement(s) result in retroactive wage increases applicable for the period that the parties are in negotiations and the employees' monthly contribution to the Health and Welfare Plan would have otherwise exceeded the rate established under the predecessor agreements, retroactive application will also be applicable to those contribution increases.

This arrangement shall not be cited in future negotiations under Section 6 of the Railway Labor Act (up through and including a Presidential Emergency Board or interest arbitration) as a reason or justification for any future increase in compensation or limit or reduction in employee health care contributions.

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Jeffrey F. Rodgers

I agree:

J. Ferguson

_____, 202

Mr. Jeremy R. Ferguson
President - Transportation Division
International Association of Sheet Metal, Air, Rail and Transportation Workers
6060 Rockside Woods Blvd. N., Ste. #325
Independence, OH 44131

Dear Mr. Ferguson:

This confirms our understanding and agreement regarding implementation of Article II – Vacation. The parties agree to meet within 30 days of the date of this Agreement to implement Article II, Sections 1, 2, 3, and 4. Should the parties fail to agree on implementation of changes to vacation pursuant to Article II, Sections 1, 2, and 3 in the calendar year 2025, employees who have an employment relationship with the carrier on the date of this Agreement, and who would have been eligible for vacation enhancements in Article II of this Agreement, will receive a pro rata payment in lieu of receiving vacation benefits for the calendar year 2025, subject to the following schedule:

<u>Date of Agreement</u>	<u>Pro rata payment</u>	
	<u>5-day vacation week</u>	<u>7-day vacation week</u>
January/February 2025	5 days	7 days
March/April 2025	4 days	5 days
May/June 2025	3 days	4 days
July/August 2025	2 days	3 days
September/October 2025	1 day	2 days

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Jeffrey F. Rodgers

I agree:

J. Ferguson

_____, 202_
#_

Mr. Jeremy R. Ferguson
President - Transportation Division
International Association of Sheet Metal, Air, Rail and Transportation Workers
6060 Rockside Woods Blvd. N., Ste. #325
Independence, OH 44131

Dear Mr. Ferguson:

This will confirm our understanding regarding further discussions between the organization and participating carriers following ratification of this agreement.

Upon request by the organization, each participating carrier that does not provide paid sick leave to employees covered by this agreement shall engage in local discussions on a voluntary basis (i.e., not under Section 6 of the RLA) regarding the organization's paid sick leave proposal. The discussions shall be scheduled to occur on not less than two consecutive days in the first three-month period following ratification and, if necessary, two consecutive days in the second three-month period. During such discussions, the parties shall attempt to reach a mutually beneficial agreement. This Side Letter will expire six months following ratification.

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Jeffrey F. Rodgers

I agree:

J. Ferguson

**EXHIBIT A
(SMART-TD)**

RAILROADS REPRESENTED BY THE NATIONAL CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES SERVED ON OR SUBSEQUENT TO NOVEMBER 1, 2024 BY AND ON BEHALF OF SUCH CARRIERS UPON SMART, TRANSPORTATION DIVISION, AND NOTICES SERVED ON OR SUBSEQUENT TO NOVEMBER 1, 2024 BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES OF SMART, TRANSPORTATION DIVISION, UPON SUCH CARRIERS.

Subject to indicated footnotes, this authorization is co-extensive with notices filed and with provisions of current schedule agreements applicable to employees represented by Smart, Transportation Division:

The Belt Railway Company of Chicago

Bessemer and Lake Erie Railroad Company d.b.a. C.N.

BNSF Railway Company

Central California Traction Company

Consolidated Rail Corporation

CPKC - 1

Kansas City Southern Railway

Louisiana and Arkansas Railway

MidSouth Rail Corporation

Gateway Western Railway

SouthRail Corporation

Tenn. Rail Corporation

Consolidated Territory for KCS employees hired before April 29, 2023

Delaware & Hudson Railroad Company d.b.a. CPKC - 1

Grand Trunk Western Railroad Company d.b.a. C.N.

Illinois Central Railroad Company and Chicago, Central & Pacific Railroad Company d.b.a. C.N. - 3

Indiana Harbor Belt Railroad Company

Longview Switching Company

Los Angeles Junction Railway Company

New Orleans Public Belt Railroad Corporation - 2

Norfolk & Portsmouth Belt Line Railroad Company

Norfolk Southern Railway Company

The Alabama Great Southern Railroad Company

Central of Georgia Railroad Company

The Cincinnati, New Orleans & Texas Pacific Railway Co.

Georgia Southern and Florida Railway Company

Tennessee, Alabama and Georgia Railway Company

Tennessee Railway Company
Northeast Illinois Regional Commuter Railroad Corporation d.b.a. Metra - 1
Northern Indiana Commuter Transportation District - 1
Palmetto Railways - 2
Portland Terminal Railroad Company
Port Terminal Railroad Association
Soo Line Railroad Company d.b.a. CPKC - 1
Terminal Railroad Association of St. Louis
Texas City Terminal Railway Company - 1
Wichita Terminal Association
Wisconsin Central Ltd. d.b.a. C.N.

* * * * *

Notes:

- 1 - Health & Welfare only
- 2 - Wages and Health & Welfare only
- 3 - Includes Iowa Northern Railway Company

FOR THE CARRIERS:

FOR SMART-TD:

_____, 202_
Arlington, VA