

TA Date: 9/5/25 NCCC: jfr SMART-TD(YM): JRF

**Document "B"**  
**(Yardmasters)**

## **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 Yardmasters Department, 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**

Effective July 1, 2025, all standard basic daily rates of pay for employees covered by this Agreement in effect on June 30, 2025 shall be increased by four (4) percent.

#### **Section 2 - Second General Wage Increase**

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

#### **Section 3 - Third General Wage Increase**

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

#### **Section 4 - Fourth General Wage Increase**

Effective July 1, 2028, all standard basic daily rates of pay in effect on June 30, 2028 for employees covered by this Agreement shall be increased by three-and-one-quarter (3.25) percent, computed and applied in the same manner prescribed in Section 1 above.

**Section 5 - Fifth General Wage Increase**

Effective July 1, 2029, all standard basic daily rates of pay in effect on June 30, 2029 for employees covered by this Agreement shall be increased by three (3.0) percent, computed and applied in the same manner prescribed in Section 1 above.

**ARTICLE II – VACATION**

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

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

January/February	5 days
March/April	4 days
May/June	3 days
July/August	2 days
September/October	1 day

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 five (5) paid vacation days subject to all applicable rules.

**Section 3 - Vacation Accrual Acceleration**

Effective on the date of this Agreement, Section 1 of the Vacation Agreement contained in Article III of the Agreement of January 29, 1965 is further amended to reflect the following accrual schedules for employees with six or more years of continuous service:

On Carriers where Agreement “A”, dated November 2, 1950, as amended, or its equivalent is in effect:

Section 1(a)(2)

An annual vacation of three weeks (15 working days) with pay will be granted, subject to the conditions set forth in Section 2, to each yardmaster who rendered compensated service as yardmaster on not less than one hundred (100) days during the preceding calendar year and who at the beginning of the vacation year has six (6) or more years of continuous service with the employing carrier.

Section 1(a)(3)

An annual vacation of four weeks (20 working days) with pay will be granted, subject to the conditions set forth in Section 2, to each yardmaster who rendered compensated service as yardmaster on not less than one hundred (100) days during the preceding calendar year and who at the beginning of the vacation year has fifteen (15) or more years of continuous service with the employing carrier.

Section 1(a)(4)

An annual vacation of five weeks (25 working days) with pay will be granted, subject to the conditions set forth in Section 2, to each yardmaster who rendered compensated service as yardmaster on not less than one hundred (100) days during the preceding calendar year and who at the beginning of the vacation year has twenty-three (23) or more years of continuous service with the employing carrier.

On Carriers where Agreement "A", dated November 2, 1950, as amended, or its equivalent is not in effect:

Section 1(b)(2)

An annual vacation of three weeks (18 working days) with pay will be granted, subject to the conditions set forth in Section 2, to each yardmaster who rendered compensated service as yardmaster on not less than one hundred twenty (120) days during the preceding calendar year and who at the beginning of the vacation year has six (6) or more years of continuous service with the employing carrier.

Section 1(b)(3)

An annual vacation of four weeks (24 working days) with pay will be granted, subject to the conditions set forth in Section 2, to each yardmaster who rendered compensated service as yardmaster on not less than one hundred twenty (120) days during the preceding calendar year and who at the beginning of the vacation year

has fifteen (15) or more years of continuous service with the employing carrier.

Section 1(b)(4)

An annual vacation of five weeks (30 working days) with pay will be granted, subject to the conditions set forth in Section 2, to each yardmaster who rendered compensated service as yardmaster on not less than one hundred twenty (120) days during the preceding calendar year and who at the beginning of the vacation has twenty-three (23) or more years of continuous service with the employing carrier.

**Section 4 - Single Day Vacation**

Effective on the date of this Agreement, employees will be permitted to take five (5) days 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 five (5) days 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 (6<sup>th</sup>) 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:

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

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(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 \_\_\_\_\_, 2025.**

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

**FOR THE EMPLOYEES  
REPRESENTED BY THE  
YARDMASTERS DEPT., SMART,  
TRANSPORTATION DIVISION:**

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TA Date: 9/5/25 NCCC: jfr SMART-TD(YM): JRF

\_\_\_\_\_, 202\_  
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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

TA Date: 9/5/25 NCCC: jfr SMART-TD(YM): JRF  
\_\_\_\_\_, 202\_  
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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\_  
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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>
January/February 2025	5 days
March/April 2025	4 days
May/June 2025	3 days
July/August 2025	2 days
September/October 2025	1 day

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

Sincerely,

Jeffrey F. Rodgers

I agree:

\_\_\_\_\_  
J. Ferguson

TA Date: 9/5/25 NCCC: jfr SMART-TD(YM): JRF

\_\_\_\_\_, 202\_  
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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 that existing agreements pertaining to vacations are amended to provide that an employee receiving a vacation, or pay in lieu thereof, will be paid for each week (five work days) of such vacation 1/52 of the compensation earned by such employee on the carrier on which the employee qualified for vacation during the calendar year preceding the year in which the vacation is taken, but in no event shall such pay for each week of vacation be less than five (5) minimum basic days' pay at the rate of the last service rendered. The term "compensation" as used herein shall be interpreted and applied consistent with the rules and practices on the carrier applicable to operating craft employees covered by agreements with SMART-TD.

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

Sincerely,

Jeffrey F. Rodgers

I agree:

\_\_\_\_\_  
J. Ferguson

TA Date: 9/5/25 NCCC: jfr SMART-TD(YM): 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 and agreement that Yardmasters at non all services rendered locations working on a guaranteed extra board under the jurisdiction of SMART-TD (YM) will be guaranteed one (1) scheduled rest day per week. If a guaranteed extra board employee is on their scheduled rest day and there is a temporary vacancy of a position covered by a guaranteed extra board, that vacancy may be filled at the carrier's discretion. This does not prevent the carrier from abolishing positions in accordance with existing agreements. The parties agree to meet within 30 days of the date of this Agreement to negotiate the terms and conditions of the guaranteed extra board scheduled rest day.

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

Sincerely,

Jeffrey F. Rodgers

I agree:

\_\_\_\_\_  
J. Ferguson

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

TA Date: 9/5/25 NCCC: JFR SMART-TD(YM): 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 that effective \_\_\_\_\_ each carrier may require an employee to substitute (as defined in 29 CFR 825.207, as amended) the employee's paid sick leave (if applicable), personal leave days, and/or single vacation days (in that order) for any intermittent Family Medical Leave Act (FMLA) leave (as defined in 29 CFR 825.202, as amended) to the fullest extent permitted by law.

This Agreement does not limit any existing rights of the Carrier with respect to substitution of paid leave in circumstances not described above.

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

Sincerely,

Jeffrey F. Rodgers

I agree:

\_\_\_\_\_  
J. Ferguson

**EXHIBIT A  
(SMART-TD-YDM)**

**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, YARDMASTERS DEPARTMENT AND NOTICES SERVED ON OR AFTER NOVEMBER 1, 2024 BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES OF THE YARDMASTERS DEPARTMENT - 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 the Yardmasters Department – SMART-TD:**

Consolidated Rail Corporation  
Consolidated Rail Corporation (Mechanical Foremen) - 3  
Delaware & Hudson Railroad Company d.b.a. CPKC - 1  
Grand Trunk Western Railroad Company d.b.a. C.N.  
Illinois Central Railroad Company d.b.a. C.N.  
Indiana Harbor Belt Railroad Company  
The Kansas City Southern Railway Company d.b.a. CPKC - 1  
Longview Switching 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  
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  
Wisconsin Central Ltd. d.b.a. C.N.  
Wisconsin Central Ltd. (former Elgin Joliet and Eastern Railway) d.b.a. C.N.  
Wisconsin Central Ltd. (former Duluth, Missabe & Iron Range Railway Co.) d.b.a. C.N.



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Notes:

- 1 – Health & Welfare and Supplemental Sickness only
- 2 – Wages, Health & Welfare and Supplemental Sickness only
- 3 – Wages & Rules and Health & Welfare only

**FOR THE CARRIERS:**

**FOR YARDMASTERS  
DEPARTMENT, SMART-TD:**

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\_\_\_\_\_, 202\_  
Arlington, VA