



BUILDING AMERICA®

Via Electronic & Certified Mail

#7017 1070 0000 0489 4679

Jim Wisniski, General Chairman S.C No. 2
6425 Westgate Drive
North Richland Hills, Texas 76182

Dear Mr. Wisniski:

I hereby acknowledge receipt of your letter, dated January 18, 2025, received via email on January 20, 2025, enclosing a copy of a Section 6 notice served by the International Brotherhood of Electrical Workers ("IBEW") stating desire to revive and supplement all existing agreements on Union Pacific Railroad ("UPRR") on behalf of the Electrician employees working at UPRR.

Union Pacific agrees that IBEW notice (along with any additional notices served by your organization) be handled concurrently with the attached notice served by Union Pacific.

The Organization has verbally advised the formation of a bargaining coalition with the International Association of Machinists and Aerospace Workers ("IAMAW") and I await written confirmation. As such, this will confirm the parties conference in accordance with the provisions of the Railway Labor Act, is scheduled for January 29, 2025 in Omaha, Nebraska at UPRR headquarters.

Sincerely,

Terrill L. Maxwell

cc (email only):

Al Russo, IBEW RR Dept. Director
Maqui Parkerson, UPRR VP Labor Relations

Atch: Attachment "A"

Attachment A – Union Pacific Section 6 Notice

America's freight railroads are the backbone of the U.S. economy, and railroaders can take pride in the essential role they play moving the goods and raw materials that make modern-day America possible. By combining a talented work force, ongoing innovation, enormous capital investment, and an unwavering commitment to safety and service, the freight rail industry has adapted for generations to meet our country's changing needs while at the same time offering some of the best and most rewarding careers in industrial America.

Today, average compensation in the rail industry is higher than in industries that employ 94% of all other workers. In addition to strong wages, railroaders have access to world-class health and welfare benefits, advanced training opportunities, and substantial paid time off. The most recent round of national collective bargaining yielded historic pay increases and stronger benefits for rail employees and, in the period since those agreements were reached, individual carriers and unions have collaborated extensively to address railroaders' quality-of-life concerns.

Just as freight rail jobs must continue to deliver for employees and their families, rail carriers must be positioned to deliver for customers. To compete in today's dynamic transportation environment, freight railroads must have the operational and financial flexibility needed to provide timely, reliable, and affordable service. This flexibility allows railroads to respond to fluctuations in demand and take advantage of opportunities for growth.

Modernizing our agreements is critical to the railroad industry's long-term ability to compete and provide job security. We cannot ignore external competitive pressures and carry on as if past financial performance is simply guaranteed in the future. The security and prosperity of Union Pacific Railroad depends on our continued ability to innovate, adapt, and manage our labor costs in a responsible, measured manner.

Union Pacific reserves the right to offer proposals in any or all of the following areas:

1. **Compensation.** Adjust compensation to ensure fair and competitive compensation packages that account for existing benchmarks, current economic conditions, the general labor market, and the competitive nature of the transportation marketplace. Where appropriate, align compensation with work actually performed and the needs and goals of railroad operations.

2. **Health and Welfare.** Continue to modernize all aspects of the health care plans to ensure consistency with mainstream and benchmark norms. Additionally, ensure that plans are structured so that member utilization choices and decisions reflect a heightened awareness of treatment efficiencies and cost-effective and clinically appropriate alternatives that are designed to foster improved health.

3. **Improve Service and Productivity.** Revise work rules that impact or inhibit the railroad's ability to provide customers with timely, reliable, and affordable service, impede productive utilization of employees, and/or prevent the railroad from utilizing efficient means of safely accomplishing necessary work. Additionally, simplify and modernize agreements to ensure greater alignment with mainstream business practices and standards in American transportation industries.

4. **Additional Work Rules.** Revise work rules to improve retention, increase safety, promote efficiency, and ensure the railroad's ability to meet customer service and operational requirements. Make all necessary changes in contracts, rules, and practices to improve operational efficiency and availability, simplify and streamline existing contracts and contract language, enhance safety, enable the use of technology, and otherwise reflect the competitive and financial needs of the industry while balancing the mutual interest of the carrier and its employees in responsible, stable, enduring and fair rules, rates of pay, and working conditions.

5. **Duration and moratorium.** Ensure that any agreement is of sufficient duration to facilitate labor stability and predictability during the moratorium period.