

## **ATTACHMENT “A”**

### **WAGES, COMPENSATION AND BENEFITS**

#### **Wages**

- July 1, 2025: 4.5% General Wage Increase
- July 1, 2026: 4.0% General Wage Increase
- July 1, 2027: 3.75% General Wage Increase
- July 1, 2028: 3.75% General Wage Increase
- July 1, 2029: 4.0% General Wage Increase

#### **Retroactive Pay:**

Any retroactive portion of wage increases will be paid no later than 60 days after the date of the executed Agreement.

Carriers will provide all employees with a personalized retroactive wage breakdown detailing how the employee’s retroactive wages were calculated.

#### **Cost of Living Yearly Increases**

On January 1, 2025, and each year January 1 thereafter, a Cost of Living increase equal to the Consumer Price Index for Urban Wage Earners and/or in proportion to any raise(s) in the minimum wage, whichever is greater.

#### **Service Recognition Bonus**

On January 1, 2025, and each January 1 thereafter, a Service Recognition Bonus of \$1,500 shall be provided.

#### **Certification Pay**

Effective January 1, 2025, a “certification differential” equal to \$3.00 per hour above the current rate of pay shall be paid to all employees that required to hold one or more of the certifications below:

- FRA-Mandated Signal Employee Certification
- Qualified Mechanical Inspector (QMI)
- Certification(s) required to perform ATC and/or PTC system maintenance, troubleshooting, and/or installation
- Roadway Worker Protection (RWP) training
- Welding Certification
- Electrician/Journeyman Electrician License (where required by state or local law)
- Commercial Driver’s License (CDL)

The certification differential shall be automatically increased at the same time and by the same percentage as any General Wage Increase. The certification differential is in addition to any other existing differentials payable for work performed.

Any employee not holding any of the above certifications but who is required to perform work requiring one or more of the above certifications shall be paid the “certification differential” for all time spent performing such work.

## **Holidays**

Add:

- Juneteenth
- Martin Luther King, Jr.
- Birthday
- Veteran’s Day
- Amend Holiday Rule-When work is performed on a holiday the employee shall be allowed to bank 8 hours at the straight time rate of pay to be used as a Personal Holiday.

Amend Holiday Rule - To provide employees who are required to work their holiday be allowed to take off their shift and have their shift covered by a volunteer. In addition, a Volunteer Holiday Overtime Record will be kept of overtime worked and men called, with the purpose in view of distributing the overtime equally among the employees in so far as their qualifications permit subject to agreement between the local officer and the local union representative. Seniority to govern.

Amend Holiday Rule - To provide for payment to be at the Double Time Rate for those on Standby. Up to eight hours payment may be banked in the form of a Personal Holiday for future use.

Amend Holiday Rule-To eliminate qualification days for holiday pay.

## **Vacations Accrual**

### **1. Vacation for New Hires (Year 0)**

Effective January 1, 2025, new hire employees working full-time shall have paid vacation days, to be taken as single day vacation subject to all applicable rules, based on their month of hire (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

Effective January 1, 2025, 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 will have five (5) paid vacation days, to be taken as single day vacation subject to all applicable rules.

Effective January 1, 2025, the collective agreement provisions with respect to granting of vacation will be amended to reflect the following accrual schedules:

- Two (2) or more years 10 days
  - Six (6) or more years 15 days
  - Fifteen (15) or more years 20 days
  - Twenty-three (23) or more years 25 days
  - Twenty-five (25) or more years 30 days
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- Amend Vacation Schedule as follows:
    - Amend Agreement-Provide employees the option to carry-over 40 hours of vacation time to the following calendar year.
    - Amend Vacation Rule-Provide employees the option to use of up to two weeks' vacation, one day at a time.
    - Amend Vacation Rule-Provide employees the option to use single vacation days in two-and four- hour increments.
    - Amend Vacation Rule-Provide employees the option to sell back any unused vacation days to the Carrier at the end of the year at 100% of their value.

### **Bereavement Leave**

Amend the rule to add the following relatives: Grandchildren, Grandparents, Stepchildren, Stepparents, Spouse's Stepparents.

Amend the rule to allow for four paid bereavement days to be taken at any time upon the notice of the death of an immediate family member or relative.

### **Personal Leave**

Amend the Rule to provide two days for employees with 1-4 years of employment, three days for 5-9 years employment, four days for 10-14 years of employment, five days for 15-19 years of employment, six days for 20-24 years employment and seven days for 25 or more years of employment.

Provide employees the option to carry over any unused personal days. Provide employees personal leave time to be used as "Compensated Service."

Provide employees the option to take a Personal Leave Day within 24 hours' notice. Eliminate limits on the daily number of employees allowed to use Personal Leave Days.

### **Sick Leave:**

- a) Effective January 1, 2025, I BEW-represented employees will have the option to carry-over up to four (4) days of unused paid sick leave in any calendar year to a maximum bank of twenty (20) days. Banked sick leave days may only be utilized after all current year paid sick leave days

are exhausted in any calendar year, and only for documented critical or long-term injury or illness. The Carrier may require the employee to provide a note from a healthcare provider to document the need for the utilization of any banked sick leave. Unused banked paid sick leave days will be paid out at 100% of the value upon the employee's resignation or retirement.

- b) In addition to sickness, employees may use their sick days for maternity and paternity leave.
- c) Amend the Agreement-Provide employees the option to donate sick time to another employee.

### **Matching 401K Plan**

Amend the Agreement to provide a matching 401K plan. Carrier to contribute full match up to 5%.

### **Safety Equipment**

Offer or provide full reimbursement for all required safety equipment, including work boots and Fire Retardant Treated (FRT) Clothing.

### **Employee Activity Reports**

Carrier shall make monthly notifications to the appropriate IBEW System Council regarding any resignations, retirements, deaths, terminations, suspensions and return from suspension, return from furlough, leave of absence (military or medical) and return from leave of absence, of any IBEW-represented employee within the prior month.

### **Ratification**

Carriers will provide the IBEW with a complete list of active employees' mailing addresses for the purpose of conducting ratification vote(s).

### **Savings Clause**

Proposals shall not apply on any property where they are already in effect, or where more beneficial provisions are already in effect.

### **Me-Too Clause**

Union shall have right to select superior compensation, benefits or rules negotiated by any other union during this round.

### **Agreement Duration**

Five years.

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The Organization reserves the right to amend or modify these proposals and/or to make additional proposals to the extent permitted by law.

**Attachment B**  
**HEALTH & WELFARE**

**Railroad Employees National Health and Welfare Plan (GA-23000)**

- A. Effective January 1, 2025, coverage for surviving dependents will be extended through the end of the sixth (6th) month following the month in which the employee dies.
- B. Effective January 1, 2025, Plan benefits will include male sterilization procedures (i.e., vasectomy), not including reversals.
- C. Effective January 1, 2025, the individual annual maximum dental benefit 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.
- D. Effective January 1, 2025, the vision frame allowance will be increased from \$115 every two years to \$250 every two years.
- E. Effective January 1, 2025, the monthly payment for employees who elect to opt-out of coverage under the National Health & Welfare Plan will be increased from \$100 to \$200.
- F. Effective January 1, 2025, or as soon as reasonably practicable thereafter, the plan will offer a new medical coverage option with a reduced employee-only rate.
  - 1) There will be a single funding pool to include existing plan options and the new reduced-rate option.
  - 2) The employee-only reduced-rate option employee monthly contribution will be ten percent (10%) of the carrier's monthly payment rate, and will be subject to the provisions of the Side Letter covering contribution rates during the post-2030 amendable period (attached).
  - 3) The reduced-rate option will be HSA eligible.
  - 4) 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)	

G. Effective January 1, 2025, the following medical and prescription drug plan rules and practices will be implemented:

- 1) Improper billing detection and mitigation programs (where available with the Plan's medical vendors).
- 2) Out-of-network referenced-based pricing programs (where available with the Plan's medical vendors).
- 3) Prior authorization for specialty drugs; and prior authorization, step therapy and quantity limits for non-specialty therapeutic classifications to include anti-infective agents, central nervous system, gastroenterology and ophthalmology.

H. Monthly Employee Cost-Sharing Contributions –

- 1) Effective January 1, 2025, 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 Carrier's Monthly Payment Rate.
- 2) 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.
- 3) For purposes of subsection (1) 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 –
  - i. the Plan for foreign-to-occupation employee and dependent health benefits, employee life insurance benefits and employee accidental death and dismemberment insurance benefits,
  - ii. the Dental Plan for employee and dependent dental benefits, and
  - iii. 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.
- 4) Employee cost-sharing contributions shall be made on a pre-tax basis pursuant to the existing Section 125 cafeteria plan to the extent applicable.

I. 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.

- J. Eliminate the exclusion of benefits for treatment by a family member who is otherwise a qualified provider, from any and all plans containing such exclusion.
  
- K. 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.
  
- L. The current practice of new-hire employees and their eligible dependents being automatically placed in the interim Managed Medical Care Program (MMCP) upon qualification will continue to apply. New-hire employees will be provided information concerning the benefits available to the employees under the traditional MMCP and the reduced employee-only rate plan. Consistent with current practice, new-hire employees who do not make an affirmative election by the end of the third month following the month the new-hire employee renders the requisite amount of compensated service will automatically be enrolled in the traditional MMCP plan until the next open enrollment period.



## **ATTACHMENT “C”**

### **WORK RULES**

#### **Differentials-Establish or Increase**

Amend the Agreement to Provide for the following differentials:

##### **Shift Differential**

- a. Provide for 10% of base hourly rate paid on all hours worked on 2<sup>nd</sup> shift or trick.
- b. Provide for 15% of base hourly rate paid on all hours worked on 3<sup>rd</sup> shift or trick.
- c. Provide for 10% of base hourly rate paid on all hours worked on weekends.

#### **Contracting Out**

Except in emergencies, employees will perform all IBEW recognized work including all normal and routine maintenance.

A penalty of 100% will be applied to all sub-contracting of work performed on or off the property.

#### **Meal Allowance**

Employees required to work more than three hours beyond their bulletined working hours will be allowed reasonable time off with pay for a meal period. A meal allowance of \$25.00 shall be granted to the employee which will be received with his regular pay.

#### **Negotiated Break Time**

Add two 15-minute paid breaks for every shift beginning 2.5 hours after the start of the shift and 2.5 hours before the end of the shift.

#### **Classification of Work**

Amend the Classification of Work Rule to include:

- photovoltaic work
- computer work associated with diagnostics and repair
- HVAC and refrigeration work

#### **Training Reimbursement**

Establish a rule to reflect all training to be paid at the straight time rate of pay for attending related training sessions held during their regular shift. Employees who receive related training outside their normal hours shall be paid at the time and one-half rate of pay, including travel time. For those

who are required to travel will be paid mileage from the time they leave at their designated home point to the home training facility and back to the home location. Mileage will be paid at the IRS allowable rate.

### **Recertification**

Amend the Agreement to reflect, when an employee is required to obtain recertification, the carrier will make the necessary arrangements for the employee to attend prior to expiration. Failure to do so will require the employee to remain on the position without loss of wages.

**ATTACHMENT “D”**

**IBEW SYSTEM COUNCIL 6 & NORFOLK SOUTHERN RAILROAD**

- A. **Student Pay** – Increased compensation under the Mechanical Agreement and the Communication Agreement for students.
- B. **Compensatory Time** – Amend the Mechanical and Communication Agreements to provide for Compensatory Time.
- C. **Monthly Rate** – Convert monthly rated positions to hourly rate without loss of income.
- D. **Employees Held on Positions** – Employees held on positions and not released to new assignments will receive time and one half pay after being held more than 10 days for each day held.

**ATTACHMENT “D”**

**IBEW SYSTEM COUNCIL 6 & CONRAIL**

- A. **Paid Sick Days** – Provide employees four paid sick days with banking up to twenty days.
- B. **Compensatory Time** – Amend the Mechanical and Communication Agreements to provide for Compensatory Time.
- C. **Boot Program** – Employees to be provide a boot allowance of \$250.00 yearly.

**Amended to include the  
following:**

**ATTACHMENT “D”**

**IBEW SYSTEM COUNCIL 7 & BESSEMER AND LAKE ERIE RAILROAD COMPANY  
d.b.a. C.N., INDIANA HARBOR BELT RAILROAD COMPANY**

- A. **Inclement Weather** -Amend the Agreement to provide for the use of a vacation day when an employee is unable to get to work due to inclement weather.
- B. **Compensatory Time** -Amend the Agreement to provide for Compensatory Time (similar to Amtrak).
- C. **Monthly Rate** -Amend the Agreement to convert the Monthly Rate to an Hourly Rate, providing the same straight time level currently received.
- D. **Tool Allowance** -Amend the Agreement to provide an annual Tool Allowance of \$250.00.