

**Tentative Agreement**  
February 18, 2026

Term of the Agreement – July 1, 2025, through December 31, 2030

Healthcare

- Remain on TTX Company's current Health & Welfare Benefits Plan
- Contribute 15% retroactive to Jan 1, 2026, of total cost monthly, adjusted annually (\$300/month in 2026)
- Cost sharing increases will be limited to no more than a 10% compound annual growth rate over the term of the agreement.

Wages

- 7% GWI retroactive to January 1, 2026 (\$37.45)
- \$3,500 lump sum (~\$3.36 / hour)

Effective January 1, 2027: 3.75% GWI (Top Rate \$38.85 / hour)

Effective January 1, 2028: 3.50% GWI (Top Rate \$40.21 / hour)

Effective January 1, 2029: 3.25% GWI (Top Rate \$41.52 / hour)

Effective January 1, 2030: 3.00% GWI (Top Rate \$42.77 / hour)

Eliminate Step 1

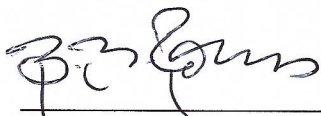
Newly hired, qualified maintenance specialists (journeyman carmen):

- Hired on or after January 1, 2026 – Step 3
- Hired on or after January 1, 2027 – Step 4
- Hired on or after January 1, 2028 – Step 5

Side Letter #1 – \$4,166 annually

Grant support teams through July 1, 2031

Rules (attached)



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TTX Company



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Brotherhood Railway Carmen

Rules

AGREEMENT

Article 3.4, 3.7, 3.8 & 3.9  
Article 4.1, 4.5, 4.7, 4.8, 4.9  
Article 5.3 & 5.4 -Attendance  
Article 7.1-Holidays  
Article 8.4-Vacations  
Article 8.5-Vacations  
Article 13.1-Seniority  
Article 13.4-Seniority  
Article 13.7-Seniority  
Article 18.1 & 18.5 -New Positions  
Article 24.1d-Wages & Benefits  
Article 24.6-Wages & Benefits  
Addendum A  
Addendum B  
Side Letter #12

Effective Dates  
Representation  
Variety of revisions/clarifications  
Paid sick day for new hires  
Protects rest days following holiday  
Protect rest days following vacation  
Single vacation days through year-end  
Union Officer seniority retention  
Seniority Districts  
Union Officer roster protests  
Several procedural revisions  
Skills matrix extension  
Increase relocation allowance to \$2500  
Discipline Notices  
Inclusion of Parental Leave  
Update early retirement eligibility dates

DCG  
PMB  
2/19/20