



Brotherhood Railway Carmen Division

Transportation Communications Union / IAM

Donald E. Grissom
General President

March 30, 2026

TO CARMEN MEMBERS AT TTX

Dear Brothers and Sisters:

Your bargaining committee, composed of Izaak Campos, John Krantz, Mike DiBenedetto, Tony Petraitis, Eric Berndt, Austin Lopez, GVP Darren Treiber, and me, reached a second Tentative Agreement (TA) with TTX. This Agreement provides that the current Health & Welfare Benefit Plan will continue. This TA provides significant wage increases and improvements to the vacation agreement. I appreciate the hard work of our entire committee, and I am proud to present this TA to you for your consideration.

This letter summarizes the terms of the TA for your review. An exact copy of the TA is also uploaded to this site. Any questions you have may be directed to our designated email hotline TCUTA@tcunion.org.

Voting begins on the TA on Monday, March 30, 2026, at Noon CST and ends on Wednesday, April 15, 2026, at 4:00 pm CST.

WAGES

The tentative agreement provides for a **20.5%** General Wage Increase (GWI) (**22.25%** compounded) over the five (5) year term of the agreement.

The wage increases are as follows:

January 1, 2026	7.00%
January 1, 2027	3.75%
January 1, 2028	3.50%
January 1, 2029	3.25%
January 1, 2030	3.00%



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This package provides for a \$3,500.00 lump sum payment. Also, the 7% GWI will be retroactive to January 1, 2026. The lump sum and the back pay will be paid within 60 days of ratification.

The \$35.00 Top Rate Carmen Journeyman wage on TTX at the beginning of the contract period will increase to \$37.45 with the first raise of the agreement on January 1, 2026. By the final raise of the contract on January 1, 2030, the Top Rate Carmen Journeyman wage will be \$42.77.

Based on the top rate, over the life of the agreement, it will produce an additional **\$53,664** from general wage increases alone. This figure does not account for the different amounts of overtime hours worked.

The significance of these wage increases is also reflected in the fact that at the end of this Agreement period, the new annual base rate of pay for Top Rate Carmen Journeyman will be **\$88,961.60**. This is monumental! Crossing the \$85,000 mark reflects an acknowledgement of the value and demand for the work you perform daily.

ELIMINATION OF STEP 1

This agreement provides for the elimination of step 1. This provides significant pay increases for employees who are currently working under this step.

HEALTH AND WELFARE CHANGES

Based off of the feedback from the last Tentative Agreement, the members did not want to switch to the National Health & Welfare Plan. They wanted to remain under the current Plan.

This Agreement provides that there will be no change to the insurance or level of benefits. However, the company insisted that all TTX employees will be paying 15% cost sharing for TTX Health and Welfare. Beginning January 1, 2026, this will be \$300 per month. However, during negotiations, we were able to secure a 3% GWI beginning January 1, 2026, and an additional 4% to cover the additional cost for the insurance. The insurance cost sharing will be limited to no more than a 10% compounded annually growth rate over the term of the Agreement.

VACATION IMPROVEMENTS

An approved vacation day taken before and/or after an employee's scheduled rest days will exempt that employee from being forced to work rest days immediately following and/or preceding the scheduled vacation day.

Single day vacations may be taken between January 1st and December 31st instead of December 1st.

WORK RULES

- A Floating Holiday taken before or after an employee's scheduled rest days will exempt that employee from being forced to work the rest days immediately following or preceding the Floating Holiday.
- Elimination of step 1 – We will go from 9 steps down to 8 steps to achieve 100% pay rate.
- Parental Leave in accordance with the Company's existing policy.

WHY THIS CONTRACT SHOULD BE RATIFIED

This contract achieves record-setting wage increases with real income gains. **Based off the Top Rate, Carman will net \$38,000 over the life of the agreement which takes into consideration the insurance premium increases.** The wage gains are front-loaded with the highest wage increase (7.00%), so you will receive the highest compounded value with each annual wage increase.

Again, all proposed changes are available at IAM your review.

I would not put a Tentative Agreement before you that I was not proud of, or I was not certain was worthy of your endorsement.

If you have any questions regarding the proposed agreement, you can email them to TCUTA@tcunion.org. Your questions will be answered by return email as quickly as possible.

I strongly recommend that you vote FOR ratification.

Fraternally,



Donald Letter E. Grissom
General President

Remember, you must vote by 4 pm CST on April 15, 2026.