



Brotherhood Railway Carmen Division BRC/TCU Local Lodge 6011

Friday, February 20, 2026

RE: Tentative Agreement – BRC/TCU Local Lodge 6011

AGREEMENT

This Agreement is entered into as of the 1st day of ~~July 2020~~July 2025, by and between TTX COMPANY (the “Company” or “TTX”) and the BROTHERHOOD RAILWAY CARMEN DIVISION of TRANSPORTATION COMMUNICATIONS UNION (the “Union”) and applies only to Maintenance Specialists and Maintenance Generalists in the TTX Field Maintenance Operations Department (“FMO”).

This Agreement shall become effective at 12:01 o'clock a.m., on ~~July July 1, 2020~~July 1, 2025, and thereafter shall renew itself and continue in full force and effect from year to year unless or until changed pursuant to the Railway Labor Act. Neither party may serve notice under Section 6 of the Railway Labor Act proposing a change in this Agreement until ~~May 1, 2025~~November 1, 2030.

Section 3.4

If the Company initiates a conference with an employee for the purpose of a formal disciplinary action or when issuing a Notice of Disciplinary Hearing as outlined in Addendum A, Section 7, the employee may request the presence of ~~the a local~~a local Committeeman, ~~Local Chairman,~~ or Union Official Officers in person or via phone. Management will also present the employee with a document where

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the employee will denote their desire for representation or not. If the employee desires representation, the conference will not proceed without representation.

Section 3.7

It is understood that time spent in Union-related business, including time spent in processing and handling grievances, will not be compensated by the Company.

For matters related to when a Formal Hearing as outlined in Addendum A, Section 4 if a ~~Supervisor~~ TTX Human Resources Representative specifically requests the presence of a Union Official, Committeeman or a, or in instances where the charged employee requests a Union Official Local Chairman or the Committeeman or the Local Chairman is requested to represent an employee at and the formal hearing or investigation occurs during ~~his~~ the requested Union Official's normal work hours, the Company shall compensate the ~~Committeeman or the Local Chairman~~ Union Official at his normal hourly rate up to a maximum of two full shifts (either sixteen (16) hours for an eight (8) hour employee or twenty (20) hours for a ten (10) hour employee) ~~eight (8) hours~~ per hearing. This is limited to two Union Officials per charge letter. This will also be paid in the event the Union Official's traveled (or would have traveled) to attend a formal hearing during the Union Official's normal work hours.

Section 3.8

Officers or representatives of the Union will be permitted access to Company property to handle or investigate matters arising under this Agreement provided, however, that they do not interfere with Company operations. Prior to entering the work area, such Officers or representatives must notify a TTX Human Resources Representative ~~the location's General Supervisor or his designated representative~~ and receive prior approval for each such visit. A minimum of forty-eight hours prior to the visit will be provided unless the prior notice requirement is waived by a member of the Human Resources team.

The Union representative must abide by all rules and regulations required of all visitors to the work area, and shall not interrupt or interfere with operations, production, or any Company rules.

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Section 3.9

The Company recognizes that such compensated service actually paid under Section 3.7 will be counted in a forty (40) hour work week for the purpose of qualifying for overtime. Additionally, time spent in addressing grievances while in step meetings with the Company, but excluding arbitration, time spent in Company called Quarterly Meetings, and time spent bargaining will also count towards the qualifying of overtime.

Section 4.1

The standard work week is forty hours. However, consistent with Section 4.6, an employee may be required to work less than and be paid less than forty hours per week. The Company reserves the right to establish the working hours and rest days of each position, as well as the number of positions at each point. Employees will be notified by their Supervisor as to their starting and stopping times.

- a. Once the Company has established the working hours of a position, the Company may alter the starting time of an employee's position; however, to adjust the start time for the next scheduled shift, the Company must, at a minimum, notify the employee within the lesser of 24 hours notice or within one hour of the start of their shift on the day prior to the changed shift.
- b. The starting and stopping times, as well as the rest days, associated with any position are subject to change during the life of this Agreement according to Management's determination. Any change in the rest days or the daily starting times of a bulletined position currently held by an employee of more than two hours each work day will be considered as a change in the employee's position. Affected employees will receive five (5) days advance notice of all such changes. Such changes to positions will not be considered as reductions in force. The least junior qualified employee(s) on the shift will be adjusted first.

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- c. Positions which have been changed will be posted at the point for seven (7) days and will be awarded by seniority at the point. Any further openings at the point created by the bidding process will be similarly posted and awarded internally at the point.
- d. Employees affected by a change of more than two hours to their position will have the option of exercising their seniority within the district. Any vacancies not filled at the point per Section 4.1(c) will be posted per Section 18.1.
- e. An employee affected by a change to his position as defined in Section 4.1(d) shall have two options: (1) bid on a changed position, or (2) exercise his seniority in the District as outlined in Article 17.4.d. When an entire point is abolished, if the employee does not place a bid on a changed position at that point, he will not be able to exercise his seniority into the point where the abolishment occurred. If such an employee does not exercise one of the two options listed above before the posting of his changed position has closed, he shall be forced assigned to a vacant position not filled at the point per Section 4.1. Further, employees awarded positions under the provisions of Section 4.1 shall not move to their new position until all of the positions at the point have been awarded in accordance with Section 4.1 and the understanding outlined above.

During normal working hours, two 10-minute breaks are allowed, as well as a 30-minute, unpaid meal break. At the Company's option, a 20-minute paid meal break may be provided in lieu of the 30-minute unpaid meal break. In the event that the Company directs an employee to work during the time normally allowed for the employee's 30-minute, unpaid meal break, such employee will be paid time and one half for such period and be allowed 20 minutes when time permits, for his/her meal.

Section 4.5

The Company shall have the right to extend the hours of employment for any employee(s) as deemed necessary by the Company; provided that where less than all of the employees on the shift concerned are scheduled for overtime, reasonable requests to be excused from overtime work will be honored. However, if there are too many requests to be excused, the least senior qualified employee(s) shall be required to work no more than four (4) hours over his regular shift or twenty-four (24) hours in a pay period. At a minimum, the Company will provide the employee(s) with two (2) hours advanced notice prior to the end of the employee's shift. In cases where the need to extend the hours of a shift is related to an unplanned absence by another employee on the following shift, the Company is exempted from giving the two (2) hours advanced notice.

Overtime at the end of the shift shall first be offered to the employee performing the work on that day and on that shift.

Section 4.7

Where the transition from Standard to Daylight Saving time is put in effect, employees on eight (8) hour shifts who, in making the change, would work seven (7) hours, would be paid eight (8) hours, and that in reverting to Standard time, employees affected would work nine (9) hours for nine (9) hours pay. For employees on ten (10) hour shifts who, in making the change, would work nine (9) hours, would be paid ten (10) hours, and that in reverting to Standard time, employees affected would work eleven (11) hours for eleven (11) hours pay.

Section 4.8

Employees are prohibited from working more than two consecutive shifts or 16 consecutive hours, exclusive of meal periods. Additionally, employees are prohibited from working more than 16 hours within a 24 hour period beginning at the start of the employee's bidded shift except in emergency conditions as outlined in Section 17.2.

Section 4.9

In circumstances where a Company's operations is suspended as a result of emergency conditions as outlined in section 17.2, excluding labor disputes, the Company will pay the employees at the affected location up to two (2) days of regular pay. However, the Company is not required to pay the two (2) days of regular pay if the Company offers the employee to work at another location within the employee's seniority district.

Section 5.3

Employees, are entitled to sick hours in accordance with the following schedule:

Service Time	Number of Sick Hours for 8-hour Employees	Number of Sick Hours for 10-hour Employees
Less than 1 year	8	10
More than 1 years; less than 3	16	20
More than 3 years; less than 5	32	30
More than 5 years	48	50

Sick hours become available each January 1. An employee may use sick time in half-day increments of either four (4) or five (5) hours depending on the employees shift of either eight (8) or ten (10) hours.

Employees may either sell back or bank any unused sick hours earned in a calendar year at the end of such calendar year. Unused sick hours will be paid at the employee's rate of pay and work shift (i.e., eight-hour or ten-hour) as of the last day such employee worked in that calendar year. Employees are not entitled to pay for any unused sick hours earned in a calendar year at termination or resignation.

Unused sick hours may accumulate from one year to the next up to a maximum of two-hundred (200) hours. Employees are entitled to pay for any accumulated, banked sick days upon sickness, termination, or resignation.

Section 5.4

Absences other than for emergencies or illnesses require advance approval by the employee's Supervisor. Employees should provide one hour advance notice of an absence related to illness. Excessive or "pattern" absences and tardiness will be considered serious disciplinary matters and may result in disciplinary action up to and including termination. Absences are considered excessive when the number of hours away from work exceeds an employee's accumulated sick hours. Employees with less than one year of service shall be allowed ~~two~~ one-days of unpaid absence before disciplinary action is taken. Vacation time may not be used in lieu of sick hours.

Section 7.1

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One (1) Floating Holiday at the employee's selection for employees who have successfully completed their probation period. A Floating Holiday shall be approved upon a minimum 24 hours advance notice by the employee. An employee cannot use a Floating Holiday on any of the above Company observed holidays.

[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.](#)

Section 8.4

Vacations may be taken at any time during the calendar year with the approval of the employee's Supervisor. While the Company will make every reasonable effort to accommodate employee preferences, the Company retains sole discretion to schedule vacations. If a conflict arises among employees in scheduling vacations, seniority shall govern.

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

Section 8.5

Vacation time must be taken in the calendar year in which it becomes available. It cannot be carried over from one year to the next, nor will the Company pay for time not taken. Employees will be paid for any unused, earned vacation for the year in which their employment ends.

- a. Effective January 1, 2014, employees who qualify for one (1) or two (2) weeks of vacation may elect to observe one (1) week of their vacation in single increments of one (1) or more full work days at a time between January 1 and December 31. Employees who qualify for three (3) weeks or more of vacation may elect to observe two (2) weeks of their vacation in single increments of one (1) or more full work days at a time between January 1 and December 31.
- b. Such vacation days may be taken upon two (2) days advance notice consistent with the needs of the Company.
- c. Any unused vacation days consisting of less than a full week as of December 31, will be paid for in lieu of vacation or may be assigned by the Supervisor-

Section 13.1

Seniority rights are created by this Agreement, exist only to the extent expressed herein, and do not survive beyond the term of this Agreement. Except as otherwise expressly provided herein, seniority shall be measured by continuous service from the employee's date of hire.

An employee's seniority shall be lost under this Agreement by:

- a. Discharge for cause.
- b. Layoff or absence from work for any reason other than a leave

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of absence under [Section 3.2 and](#) Article 19 hereof for a period of twelve (12) months or length of service, whichever period is shorter.

- c. Failure to return from layoff within seven calendar days after electronic notice, is sent by the Company to the employee's last-known email address filed with the Company unless excused in writing by the employee's Supervisor or Manager.
- d. Voluntary termination or resignation of employment.
- e. Failure of an employee to report at the termination of a leave of absence for the start of his shift on the first scheduled day following the expiration date of such leave of absence, unless excused in writing by the employee's Supervisor or Manager. The Company can require the employee to furnish proof of cause for failing to report.
- f. Engaging in other employment while on any leave of absence.
- g. Absence from work for three consecutive working days without notifying the immediate Supervisor or Manager.
- h. Placement in furloughed status for an uninterrupted period exceeding one year.
- i. Acceptance by an employee of a full-time regular job within the Company which is not covered by this Agreement.
- j. Retirement.
- k. Subparagraph (h) notwithstanding, in the event of a layoff, affected employees will be given first right to be hired for new positions for which the Company is hiring, which arise outside of the affected employee's seniority district. In such case, the employee is solely responsible for relocation expenses, except as provided in Section 24.6.

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Section 13.4

Updated this section with the most up to date list of FMO locations.

Section 13.7

Effective January 1, 2008, it is agreed that when a Maintenance Specialist completes 732 days of work through the exclusive employment with TTX Company as a Maintenance Specialist, he will be recognized as a Journeyman.

A day of work is considered any day that the employee performs four (4) or more hours of work. These days worked will be verified ~~with the~~ by Local 6011 Officers Committee and the BRC General President-Supervisor.

Employees assigned to 10-hour shifts will accumulate 5 days credit towards Journeyman status for every 4 consecutive days worked in their scheduled work week.

Section 18.1

New positions and vacancies shall be posted electronically for a period of seven (7) calendar days. Any employee, who is not on a leave of absence, interested in filling a new position or a vacancy (including those on layoff) may file a job bid.

- a. Job bid bulletins will consist of job number, classification, time starting and days off.
- b. Awarded job bids will be posted within seven (7) days of the close of the bulletin date showing when the position starts.
- c. Job bids to be submitted to Human Resources and awarded by Human Resources with copies to the Local Chairman.
- d. The starting date of an awarded job bid shall be no later than 30 calendar days from the date the award is posted. This provision shall not apply to the staffing of new operations. All positions vacated by means of accepting another bid position (positions filled pursuant to Section 18.5 do not apply) or separation of employment will be considered abolished.

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- e. When a bid position goes no bid, ~~E~~employees may exercise their seniority to any position that is vacant for seven (7) or more calendar days. Once an employee has notified the Company he is exercising his seniority to a vacant position, the Company shall, within three (3) calendar days, post the position for bid or abolish the position.
- f. Employees are limited to five withdrawals on successful bids in a calendar year.

An employee, ~~who was not on a leave of absence but absent during an entire job posting period, may successfully place a bid on a position previously awarded to another employee. In such instances, the employee initially awarded the position by the Human Resources Department may return to his former position, if vacant, or exercise his seniority in the District under the provisions of Section 17.4(d).~~ who is on a leave of absence pursuant to Article 19 may not bid on an position as outlined above. An employee who is on vacation for the duration of the entire job posting period may successfully place a bid on a position previously awarded to another employee if the employee sends an email to FMOHR@tx.com within twenty-four (24) hours from the start of the first shift worked when the employee returns.

Section 18.5

A temporary opening in an established position as a result of:

- a. sickness, injury and leave of absence; or
- b. transfers or a new position of ~~thirty (30)~~ forty-five (45) calendar days or less duration, may be filled by ~~posting per Section 18.1 and awarding the most senior applicant assigned at the point where such vacancy or position develops; and~~ transferring the least senior employee within the district while simultaneously posting per Section 18.1 and awarding the most senior applicant not on the same shift of the temporary opening. The transferred employee will work, at a minimum, the seven day posting period and will have the first shift worked in the temporary

position be paid at the employee's overtime rate;

- c. if a temporary opening at a point ~~cannot be~~ is filled ~~at that point in accordance with subparagraph (b) above, it may be filled by assignment of another employee on duty at any other point within the district provided that, at such employee's point, he volunteers for such assignment or is the most junior employee on duty at that point.~~ by a winning bid, the successful bidder for the temporary position will have the first shift worked in the temporary position paid at the employee's overtime rate. The least senior transferred employee cannot be the successful bidder.
- d. If the temporary opening has no successful bidders, the temporarily transferred employee will remain in the temporary position in accordance with subparagraph (b) above.

When the employee who filled the temporary position returns to their bided position whether by force or by bid, they will have their first shift worked in their regular position paid at the overtime rate. When the regular incumbent returns, under Section 19.1 or other applicable Section, he will return to the position he occupied prior to his absence. However, if the position no longer exists, he will be permitted to exercise his seniority in the district.

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Section 24.1

(a) For the purpose of the Agreement, Maintenance Specialists and Generalists are compensated at a straight time hourly rate as indicated below. Compensation will be rendered on a bi-weekly basis.

~~July~~ January 1, ~~2020~~2026, the following hourly rates of pay will be in effect for all Maintenance Specialists, subject to the provisions of Section 24.1(b):

(b)

<u>January 1,</u> <u>2026</u>	<u>January 1,</u> <u>2027</u>	<u>January 1,</u> <u>2028</u>	<u>January 1,</u> <u>2029</u>	<u>January 1,</u> <u>2030</u>
\$37.45	\$38.85	\$40.21	\$41.52	\$42.77

Step 1	Step <u>1</u>	Step <u>2</u>	Step <u>3</u>	Step <u>4</u>
80% of Maint. Spec. Rate	82% of Maint. Spec. Rate	84% of Maint. Spec. Rate	86% of Maint. Spec. Rate	88% of Maint. Spec. Rate
Step <u>5</u>	Step <u>6</u>	Step <u>7</u>	Step <u>8</u>	
91% of Maint. Spec. Rate	94% of Maint. Spec. Rate	97% of Maint. Spec. Rate	100% of Maint. Spec. Rate	

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Hourly Rates	January 1, 2026	January 1, 2027	January 1, 2028	January 1, 2029	January 1, 2030
Step 8 - 100%	\$ 37.45	\$ 38.85	\$ 40.21	\$ 41.52	\$ 42.77
Step 7 - 97%	\$ 36.33	\$ 37.68	\$ 39.00	\$ 40.27	\$ 41.49
Step 6 - 94%	\$ 35.20	\$ 36.52	\$ 37.80	\$ 39.03	\$ 40.20
Step 5 - 91%	\$ 34.08	\$ 35.35	\$ 36.59	\$ 37.78	\$ 38.92
Step 4 - 88%	\$ 32.96	\$ 34.19	\$ 35.38	\$ 36.54	\$ 37.64
Step 3 - 86%	\$ 32.21	\$ 33.41	\$ 34.58	\$ 35.71	\$ 36.78
Step 2 - 84%	\$ 31.46	\$ 32.63	\$ 33.78	\$ 34.88	\$ 35.93
Step 1 - 82%	\$ 30.71	\$ 31.86	\$ 32.97	\$ 34.05	\$ 35.07

(d) Skill Matrix Wage Ladder: Maintenance Specialists will have the opportunity to advance up the wage scale outside of the parameters outlined in subsections (b) and (c) by demonstrating proficiency in certain skill sets identified by TTX and the Union or the Union’s designee. Maintenance Specialists will be offered the opportunity to demonstrate a skill set on the basis of hire date. The Company will announce, and post, at each point the opportunity for a Maintenance Specialist to participate in the Skill Matrix Wage Ladder. Interested Maintenance Specialists in signing up to demonstrate a specific skillset, must submit his intention via email. Maintenance Specialists will be deemed as adequately demonstrating the required Skill Matrix Step as approved by individuals identified by TTX’s Quality/Training department and the Union or the Union’s designee. The skills matrix wage ladder will automatically expire on ~~June 30th, 2025~~ [January 1, 2031](#), unless mutually agreed by both parties to continue. The Parties agree to meet and jointly build the Skill Matrix Wage Ladder. Jointly, the parties will determine which such issues and what skills will qualify for the program and what pay increase will result for each skill.

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Additional Items – Section 24.1

- The 7% GWI will be retroactively paid back to January 1, 2026
- \$3, 500 lump sum (~\$3.36/hour)
- 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

Section 24.2 – Healthcare

- Remain on TTX Company's current Health & Welfare Benefits Plan
- Contribute 15% retroactive to January 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.

Section 24.6

Should an employee select a position which requires relocation, and the employee relocates his primary residence, the employee shall be entitled to a ~~\$2,000~~ \$2,500 lump sum payment. Payments are limited to one (1) such payment within any twelve-month period.

Section 28.3

Deductions, Union dues, fees assessments and voluntary contributions to ~~RCPL~~ MNPL, as provided for herein, shall be made by the Company in accordance with certified deduction lists furnished by the Union of which the employee is a member. Such lists, accompanied by executed authorization forms, shall be furnished to the Company and shall show an identification work number order, the employee's name, class, and the amount to be deducted.

Section 28.4

Deductions, Union dues, fees assessments and voluntary contributions to ~~RCPL~~ MNPL, as provided for herein, will be made monthly by the Company from wages due employees in each

calendar month, and the Company will, subject to the provisions of Paragraph 6 hereof, remit to the Union the total amount of such deductions on or before the 20th day of the month following the month in which such deductions are made, together with a statement showing employees from whom deductions were made.

Addendum A Section 3

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Notices shall occur as follows:

1. ~~First Warning Notice-Written~~ First Discipline Notice - The Supervisor will hold a private discussion with the employee describing exactly the unsatisfactory acts or work performance problems. This discussion will be documented by the ~~First Warning-~~ Discipline Notice form. The employee, if he so desires, can have a Union representative present consistent with Section 3.4.
2. ~~Second Warning Notice-Written-Warning~~ Second Discipline Notice - The Supervisor will hold a private discussion with the employee detailing the circumstances and reasons for the issuance of this ~~warning-~~ notice. Also included during the discussion should be a notice that any further unacceptable work performance or policy infraction can result in a three-day suspension without pay. This Second Notice includes the signatures of the employee and copies should be distributed in the same manner as the ~~First Warning-~~ Discipline Notice.
3. ~~Third Warning Notice~~ Third Discipline Notice -Three Day Suspension - The notice is issued in the same manner as the Second ~~Warning-~~ Discipline Notice. It should be made very clear to the employee that the next infraction of policy or poor work performance may result in termination.

~~Warning-~~ Discipline Notices which may be issued to an employee must be brought to the attention of the employee within five (5) calendar days from the date of knowledge of the occurrence. Discipline or Formal Hearing Notices must be issued within forty-five

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(45) days of the employee being notified of the potential discipline.

Addendum B

The Company provides numerous benefits for represented and non- represented employees. The Company has available for employees brochures and detailed information on the various benefits provided by the Company to employees.

The following is a brief description of the benefits provided by the Company:

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[10. Parental Leave in accordance with the Company's existing policy.](#)

Side Letter #1

TTX provides its Field Maintenance forces the opportunity to earn additional compensation through an incentive system. This additional compensation is earned by meeting various goals in safety, productivity, and quality on both an individual and group basis. The various goals can only be changed on a yearly basis when agreed upon by TTX Company and Local #6011 of the BRC/TCU. As part of this Agreement, TTX shall retain this program.

The reward criteria for safety are based on safety performance for the individual, as well as the entire work group at a specific location. Productivity goals are based on either the location's performance against a target, or the entire Field Maintenance department's performance compared with an overall department goal. Items such as cost per hour, efficiency and percentage of productive hours have been used as productivity measures, but other categories may be substituted as deemed appropriate by management. Quality will be determined by the Quality Assurance Department's audit, or some other means of quantifiable measurement used throughout the FMO network.

The incentive amount for years ~~2020-2025~~ through ~~2025-2030~~ will be \$4,166 each year. The plan dates are January 1 through December 31 of each year.

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Individuals must be an FMO employee on the last day of the bonus period to be eligible for the annual awards. Payouts will be prorated for those employees hired or terminated during any calendar year, off on a leave of absence, or on a disciplinary suspension.

Side Letter #12

~~If a maintenance specialist is currently at or achieves at least age 60 and has at least 18 years of bargaining unit service with TTX and has at least 30 years of service credit with the Railroad Retirement Board by January 1, 2025, and said maintenance specialist retires before January 31, 2025, the maintenance specialist is eligible for a one-time payment of \$50,000. If the maintenance specialist does not take the offer at that time, the maintenance specialist is no longer eligible for this one-time retirement incentive.~~

If between [January 1, 2025](#), and [December 31, 2025](#), a Maintenance Specialist reaches at least age 60 and has at least 30 years of service credit with the Railroad Retirement Board, and said Maintenance Specialist retires before January 31, [2026](#), the Maintenance Specialist is eligible for a one-time payment of \$30,000. If the Maintenance Specialist does not take the offer at that time, the Maintenance Specialist is no longer eligible for this one-time retirement incentive.

If between [January 1, 2026](#), and [December 31, 2026](#), a maintenance specialist reaches at least age 60 and has at least 18 years of bargaining unit service with TTX and has at least 30 years of service credit with the Railroad Retirement Board, and said maintenance specialist retires before January 31, [2027](#), the maintenance specialist is eligible for a one-time payment of \$30,000. If the maintenance specialist does not take the offer at that time, the maintenance specialist is no longer eligible for this one-time retirement incentive.

If between [January 1, 2027](#), and [December 31, 2027](#), a maintenance specialist reaches at least age 60 and has at least 18 years of bargaining unit service with TTX and has at least 30 years of service credit with the Railroad Retirement Board, and said maintenance specialist retires before January 31, [2028](#), the maintenance specialist is eligible for a one-time payment of \$30,000. If the maintenance

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specialist does not take the offer at that time, the maintenance specialist is no longer eligible for this one-time retirement incentive.

If between [January 1, 2028](#), and [December 31, 2028](#), a maintenance specialist reaches at least age 60 and has at least 18 years of bargaining unit service with TTX and has at least 30 years of service credit with the Railroad Retirement Board, and said maintenance specialist retires before January 31, [2029](#), the maintenance specialist is eligible for a one-time payment of \$30,000. If the maintenance specialist does not take the offer at that time, the maintenance specialist is no longer eligible for this one-time retirement incentive.

If between [January 1, 2029](#), and [December 31, 2029](#), a maintenance specialist reaches at least age 60 and has at least 18 years of bargaining unit service with TTX and has at least 30 years of service credit with the Railroad Retirement Board, and said maintenance specialist retires before January 31, [2030](#), the maintenance specialist is eligible for a one-time payment of \$30,000. If the maintenance specialist does not take the offer at that time, the maintenance specialist is no longer eligible for this one-time retirement incentive.

If between [January 1, 2030](#), and [December 31, 2030](#), a maintenance specialist reaches at least age 60 and has at least 18 years of bargaining unit service with TTX and has at least 30 years of service credit with the Railroad Retirement Board, and said maintenance specialist retires before January 31, [2031](#), the maintenance specialist is eligible for a one-time payment of \$30,000. If the maintenance specialist does not take the offer at that time, the maintenance specialist is no longer eligible for this one-time retirement incentive.

Additional Items:

- Support Teams Granted through July 1, 2031.
- Letter of Understanding for:
 - Rule G (see below p.1-2)
 - Point of Contact (see below p.3-4)



LETTER OF UNDERSTANDING

Mr. Donald E. Grissom
General President
Transportation Communications Union/IAM
Brotherhood Railway Carmen Division
P.O. Box 156
New Holstein, Wisconsin 53061

January 15, 2025

RE: Addendum C, Section 11 – Rule G

Dear Don:

This will confirm the parties' intention to incorporate a Rule G in Addendum C of the Labor Agreement.

Addendum C Section 11 – Rule G

Maintenance Specialists covered under the Brotherhood of Railway Carmen agree that safety is the paramount concern and, further, that an alcohol and drug free environment is an essential element in maintaining a safe workplace, agree to the following to ensure the utmost compliance with Rule G:

An employee who submits to a FRA administered random drug test and will be subsequently charged with violating Rule G, but within FRA (DOT) parameters (0.02 – 0.039), will be eligible to enroll in the Employee Assistance Program (EAP), and will not be disciplined (other than loss of pay for time held out of service) for the Rule G violation provided:

- a. The employee has had no Rule G violation on his or her record for at least three (3) years; and
- b. The employee has not participated in the Rule G EAP for at least three (3) years; and

The employee must contact the EAP counselor within 5 working days of electing to participate in the EAP. The confirmation test (second test) is the number that will be used to determine a potential violation.

After being contacted, the EAP Counselor shall evaluate the employee to determine whether or not the employee may safely be returned to service and the course of treatment which the employee should follow.

1. If the evaluation indicates that the employee may safely be returned to service, he or she will be returned to service on a probationary basis for a period of ninety (90) days and will be subject to periodic alcohol and/or drug tests during that time as directed by the FRA (DOT) randoms or under the direction of the EAP Counselor. Following return to service, the employee must follow the course of treatment established by the EAP counselor during the probationary period.
2. If the evaluation indicates that the employee may not safely be returned to service, he or she will be given a paid leave of absence until subsequent evaluation(s) indicate that it is safe to return the employee to service on a probationary basis as described in paragraph 1 above.

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3. If, at any time during the ninety (90) day probationary period, the employee fails to follow the course of treatment established by the EAP Counselor or fails a periodic alcohol and/or drug test required by FRA (DOT) or the Counselor, TTX Company will remove the employee from the EAP. If the employee has been returned to service, TTX Company will, remove the employee from service and the employee will be subject to an investigation in accordance with Addendum A, Section 1 and subject to dismissal.

4. An employee may withdraw from the EAP at any time by notifying, in writing, the EAP Counselor and the TTX Company Human Resource Officer who signed the Rule G charge. If the employee, has been returned to service, TTX Company will remove the employee from service and the employee will be subject to an investigation in accordance with Addendum A, Section 1 and subject to dismissal.

5. If the employee successfully completes the EAP Program, a notation to that effect will be placed on the employee's personal record and the employee's probationary status will terminate.

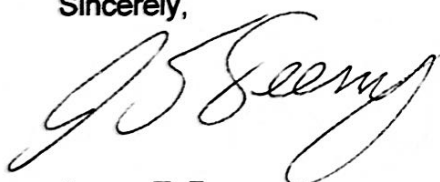
6. No grievances will be progressed by or on behalf of the employee based on time lost as a result of the incident leading to the employee's participating in the Rule G Employee Assistance Program.

7. The above Rule G program will not apply to incidents where the positive test is administered as part of a post-accident, post-injury, or reasonable suspicion test. Additionally, if an employee has three active warning notices, the above Rule G program will not apply and TTX may elect to seek termination under the Progressive Discipline procedures.

8. This Letter of Understanding is effective immediately.

Please sign below indicating your agreement with the above understanding.

Sincerely,



James T. Feeny
Director Labor Relations

Agreed:



Don Grissom, Brotherhood Railway Carmen

June 11, 2025

Don Grissom, General President
Brotherhood Railway Carmen Division/TCU

Special Board of Adjustment No. 1090 Cases #86 and #87

Dear Mr. Grissom:

On April 30, 2025, the parties discussed Point of Contact ("POC") grievances in cases #86 (BRC Claim No. 238.2.17) and #87 (BRC Claim No. 625.5.12) before Special Board of Adjustment No. 1090. To settle these cases, TTX agrees not to use POC when a FMO Supervisor and/or Terminal Manager is on duty except in cases of extenuating circumstances.

Respectfully,



Adam J. Gianopolus
Manager Labor Relations



Don Grissom, General President