

International Brotherhood of Electrical Workers



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Rick Reynoso
General Chairman

2025 – FOURTH QUARTER REPORT

ALL LOCAL UNIONS SYSTEM COUNCIL NO. 2

Dear Brothers and Sisters:

The IBEW has been in negotiations with CPKC for months to secure the best possible agreement for the members. On December 18, 2025, the IBEW and CPKC (KCS) reached a Tentative Agreement that is in line with the established pattern during this round of bargaining, providing for a 18.76% compounded general wage increase (GWI) over its five-year term. Additional key provisions of the agreement include:

- Retroactive wage increases from July 1, 2025
- Improved Health & Welfare benefits with no additional cost to members
- Enhanced vacation benefits allowing workers to earn vacation time sooner
- Four (4) paid sick days annually, will get cashed at the end of each year if not used.

On December 19, 2025, the Surface Transportation Board (STB) announced that it received a major merger application nearly 7,000 pages long from Union Pacific Corporation (NYSE: UNP) and Norfolk Southern Corporation (NYSE: NSC). The companies entered into a merger agreement on July 29, 2025, to create America's first transcontinental railroad. The STB further announced that comments on the completeness of that application are due by Monday, December 29, 2025.

As discussed in the Board's August 28, 2025, notice of receipt of the Applicants' prefilling notification, the proposed transaction is classified as a major transaction under the Board's regulations at 49 C.F.R. 1180.2(a). An application for a major transaction must include substantial supporting information, detailed in the Board's regulations at 49 C.F.R. part 1180.

The merger decision invites public comments, which should solely address the completeness of the application—whether the application contains the information required in 49 C.F.R. part 1180. Following this comment and reply period, the Board will make a determination on the completeness of the application, either accepting the

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application as complete or rejecting it as incomplete. This determination should not be mistaken for a determination on the merits of the proposed transaction. Should the Board accept the application for consideration, it will issue a procedural schedule for comments on the merits of the proposed transaction.

Fourth Quarter System Council Staff Activity

- Attended UPRR Mechanical Department General Chair meeting at the Golden Nugget hotel in Las Vegas, Nevada on October 7, 2025.
- Attended the 2025 IBEW Railroad Conference in St. Pete Beach, Florida on the week of October 12, 2025.
- Attended IBEW Railroad Department General Chair Meeting in St. Pete Beach, Florida on the week of October 12, 2025.
- Met with IBEW Legal Department throughout the quarter to discuss ongoing CPKC contract negotiations.
- Attended contract negotiation meetings with CPKC throughout the quarter.
- System Council 2 collaborated with IAM machinist Union throughout the quarter to address ongoing "efficiency" discipline issues with UPRR.
- Attended claims conferences with UPRR and CPCK throughout the quarter.
- Attended UPRR FRMP (Fatigue Management) meeting with UPRR.
- Attended UPRR monthly General Chair conference calls.
- Processed and progressed UPRR Subcontracting Notices throughout the quarter.
- Attended Local 618 monthly meeting in November.
- Assisted Fort Worth, TX Local 942 with disciplinary hearing investigation.
- Prepared and progressed discipline appeals and time claims with the UPRR and CPKC throughout the quarter.
- Attended meetings with IBEW Legal department for ongoing discipline issues with UPRR's unilaterally imposed "Efficiency" productivity hours sign off requirements.
- Met with UPRR Labor Relations throughout the quarter to address Telecom issues.

- Met with various Rail Unions throughout the quarter to discuss effects of merger on between the UPRR and NS.
- Attended and assisted Shreveport, LA Local 1829 with two disciplinary investigation hearings.
- Negotiated and finalized Modification of Time Claims and Grievances Agreement with UPRR on November 4, 2025, to allow for electronic filing via email for first level claims and grievances.
- On November 18, 2025, joined IBEW Railroad Director Danielle Eckert and attended meeting with UPRR and various Non-Op Unions in Omaha, NE to discuss the UPRR-NS merger.
- Negotiated and finalized Shreveport, LA monthly Electrician-Road Agreement with UPRR.
- Attended Public Law Board No. 7001 to hear Cases 237-240 with Arbitrator Phillips.
- Attended Local 889 monthly meeting in December.
- Met with Rail Unions to discuss FRA's C3RS Memorandum of Understanding with the UPRR.
- Throughout the Quarter, the System Council staff remained busy assisting members and local unions with day-to-day concerns and the progressing of claims and discipline appeals.

In solidarity,

Fraternally yours,



Rick Reynoso
General Chairman