

# *International Brotherhood of Electrical Workers*



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Rick Reynoso  
General Chairman

## **2025 – THIRD QUARTER REPORT**

### **ALL LOCAL UNIONS SYSTEM COUNCIL NO. 2**

Dear Brothers and Sisters:

The IBEW has been in negotiations with Union Pacific Railroad (UPRR) for months to secure the best possible agreement for the members. On July 7, 2025, IBEW SC2 General Chairman Rick Reynoso and IAM President Reece Murtagh met with Union Pacific Railroad CEO Jim Vena to avert entering mediation and resolve any obstacles that previously kept us from reaching an Agreement that is in line with the established pattern during this round of bargaining. As a result of these negotiations, on July 15, 2025, the IBEW and UPRR reached a Tentative Agreement providing for a 18.77% compounded general wage increase (GWI) over its five-year term. The average basic rate of pay for an IBEW member will go from \$41.03 per hour to \$48.77 per hour over the term of the agreement. 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
- Paid Bereavement Leave is expanded to include Grandparents and Grandchildren
- Pay differentials now subject to General Wage Increases (GWI) starting in 2025
- IBEW Pay Equalization with all IAM machinist equivalent positions (.04 cent per hour increase) effective the date of the agreement.
- The ability to carry over up to thirty-two (32) unused paid sick hours annually, with a maximum of one-hundred-sixty (160) banked hours and a cash-out option (32-hour cash out minimum) upon request, to be submitted no later than September of each year.

On September 3, 2025, the International Brotherhood of Electrical Workers (IBEW) ratified a new Five-Year Agreement with the Union Pacific Railroad securing key economic and workplace benefits for its members in the freight rail industry.

*“Our Business – Representation & Service”*



During the week of July 14, 2025, the System Council staff and I attended the 2025 System Council No. 2 Quadrennial Convention at the Golden Nugget Hotel in Las Vegas, Nevada. I would like to thank all the local unions that participated in this year's convention. I would especially like to recognize the System Council Staff for all their hard work in making it a productive and successful event; Special thanks to Jim and Margie Wisniski for their guidance and support. Additionally, I would like to thank the Local Unions for their support and confidence in re-electing Brothers David Starkjohann, Thomas Modica, and myself to the offices of Secretary Treasurer, Vice Chairman, and General Chairman. It is truly an honor to serve the Sisters and Brothers of System Council 2, and I am forever grateful for the opportunity to represent our members. We congratulate the following delegates who were elected from the floor of the convention to the System Council 2 Executive Board:

Rafael Diaz, jr. -	Local Union 214	Chicago, IL
Joe T. Gilbert -	Local Union 942	Fort Worth, TX
Jason May, Sr. -	Local Union 1814	Houston, TX
Brandon Cathey -	Local Union 1829	Shreveport, LA
Curtis J. Fletcher -	Local Union 1911	San Antonio, TX
Nicholes Patterson-	Local Union 1920	North Platte, NE

As a result of convention business by the delegates to the 2025 System Council 2 Quadrennial Convention, two amendments to the System Council bylaws were submitted and unanimously approved as follows:

1. Article IV, Section 1 - reduced the number of System Council No. 2 Executive Board positions by two, where it now reads *"The Officers of the SC shall consist of a GC, who shall also be Chair of the EB, a VC, ST, and EB comprised of the GC, VC, ST, and six (6) members elected from the floor of SCC"*
  2. Article IX, Section 1 – adjusted the System Council No. 2 per capita amount to (\$58.05) per month to take effect on or after October 1, 2025.
- One resolution was submitted and unanimously approved by the delegates where they recognized retired System Council 2 General Chairman Jim Wisniski as *"General Chairman Emeritus"*.

Union Pacific Corporation (NYSE: UNP) and Norfolk Southern Corporation (NYSE: NSC) on July 29, 2025, announced an agreement to create America's first transcontinental railroad. The boards of directors of both UP and NS unanimously approved the merger, which is subject to review and approval by the Surface Transportation Board (STB) within its statutory timeline, customary closing conditions, and shareholder approval. The companies are targeting to close the transaction by early 2027. The UP and NS expect to file their application with the STB within six months. In that application, the companies will need to include how the combined rail network will provide safer, faster, and more reliable service and increased competition to a broad range of stakeholders.

A news release on the UP website, stated: "Under the terms of the agreement, Union Pacific will acquire Norfolk Southern in a stock and cash transaction, implying a value for Norfolk Southern of \$320 per share based on Union Pacific's unaffected closing stock price on July 16, 2025, and representing a 25% premium to Norfolk Southern's 30-trading day volume weighted average price on July 16, 2025. The value per share implies an enterprise value of \$85 billion for Norfolk Southern, resulting in the creation of a combined enterprise of over \$250 billion."

### Third Quarter System Council Staff Activity

- Finalized preparations for upcoming System Council 2 Quadrennial Convention.
- Attended contract negotiation meetings with CPKC throughout the quarter.
- Attended claims conferences with UPRR and CPKC throughout the quarter.
- Attended UPRR Quarterly General Chair Conference Call.
- Processed UPRR Subcontracting Notices throughout the quarter.
- Prepared and progressed discipline appeals and time claims with the UPRR and CPKC throughout the quarter
- Negotiated and finalized Texarkana, AR monthly Electrician-Road Agreement with UPRR
- Attended meetings with IBEW Legal department for ongoing discipline issues with UPRR's unilaterally imposed "Efficiency" productivity hours sign off requirements.
- Served UPRR a second cease-and-desist letter dated July 31, 2025, regarding Carrier unilaterally imposed "Efficiency" productivity hours sign off requirements and requested in person meeting.
- Visited the members of LU 1920 in North Platte, NE on August 27, 2025.
- Met with UPRR North Platte, NE Shop Director Mike McIntosh on August 27, 2025.
- System Council 2 Staff collaborated with IAM machinist Union and met with UPRR Chief Mechanical Officer Jeremy Givens and Labor Relations in Omaha, NE on August 28, 2025, to address ongoing "efficiency" discipline issues.
- Met with UPRR Labor Relations to address Telecom Per Diem issues.

- Held System Council 2 staff meeting on September 2, 2025, in Washington D.C.
- Attended ratification vote count for UPRR Tentative Agreement on September 3, 2025, at IBEW headquarters in Washington D.C.
- Attended the monthly meeting of Local 618.
- Met with various Rail Unions throughout the quarter to discuss effects of merger on between the UPRR and NS.
- Attended Public Law Board No. 7160 to hear Case No. 25 with Arbitrator Phillips
- Attended and assisted Fort Worth, TX Local 942 with a disciplinary investigation.
- 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