

**International
Association of
Machinists and
Aerospace Workers**



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Dear IAM Rail Division Members:

Our IAM Rail Division, consisting of IAM District Lodge 19 and the Transportation Communications Union (TCU/IAM) including the Brotherhood of Railway Carmen (BRC) have **reached tentative agreements (TA's)** with the railroads bargaining under the National Carriers Conference Committee (NCCC). This comes after a long, tough process that began almost three years ago and led us through every step of the Railway Labor act including a Presidential Emergency Board (PEB). Since serving Section Six Notices, your IAM Rail Division leaders have fought tirelessly, advocating in your best interests and demanding a fair agreement. We are working to ensure that you—the membership—decide your future, not an arbitrator or Congress.

The time has come for you and your IAM Rail Division Sisters and Brothers to exercise your right to vote and decide on your agreement. These TA's secure all of the recommendations of Presidential Emergency Board (PEB) 250. Among the highlights of the TA's, secured by your IAM Rail Division negotiating committee, are:

- IAM Rail Division members will receive **the highest general wage increases (GWI's) ever achieved through National Freight Bargaining**. This means a 22% GWI (24% compounded) over five years and includes \$5,000 in recognition bonuses.
- Full retroactive pay.
- An additional paid day off for all members to use as a Personal Leave Day, Single Vacation Day, or a Personal Holiday.
- Enhanced hearing benefits and added coverage for diagnose and treatment of Autism Spectrum Disorder, while protecting all the excellent benefits of our healthcare plans.
- A "Me-Too" clause, ensuring IAM Rail Division members will receive the same additional value if another union reaches an agreement that improves the terms of this agreement.

Your IAM Rail Division knows the TA's would not have been possible without all of Rail Labor standing together. We fought side by side against the carriers' attack on wages and healthcare benefits. We stood together and pushed back against work rule changes that would have affected every rail union Member. Our solidarity has resulted in a truly historic victory for IAM Rail Division members and every rail worker.

I strongly encourage each of you to read, review and vote "yes" to ratify your tentative agreement. Reach out to your Local, District and National Representatives with any questions you might have. I personally want to thank each and every one of you for your patience, hard work and dedication you have provided during this process. You will receive more information and be notified of voting dates, times and locations in the near future.

On behalf of the IAM Rail Division, TCU/IAM National President Arthur Maratea, IAM District Lodge 19 President and Directing General Chairman Kyle Loos, and BRC General President Rich Johnson, **we fully support this tentative agreement and recommend you vote YES.**

In solidarity,



Josh Hartford

IAM Special Assistant to the International President, IAM Rail Division