



PROPOSED INTERIM RAISE OFFER

Union Pacific Railroad (Carrier) and its BLET General Committees (BLET) are currently engaged in collective bargaining under Section 6 of the Railway Labor Act (RLA). The parties have agreed to this Interim Agreement to provide interim wage increases to Carrier employees represented by BLET to protect those employees against inflation during the ongoing RLA bargaining process. Accordingly, the parties agree as follows:

- 1) Effective September 1, 2025, all standard basic daily rates of pay for employees represented by BLET in effect on August 31, 2025, shall be increased by three (3) percent.
- 2) The interim wage increases provided pursuant to this Interim Agreement shall be superseded by the terms of the parties' agreement to settle their respective pending Section 6 Notices and will be eliminated without further action of the parties when the agreement to settle the Section 6 Notices becomes effective.
- 3) The amount of interim wage increases paid pursuant to this Interim Agreement shall be deducted from any retroactive wage increases for the period beginning July 1, 2025, forward, that may be included in the parties' agreement to settle the pending Section 6 Notices. For example, if, on October 1, 2025, the parties were to reach an agreement in Section 6 RLA bargaining that provides for a four (4) percent increase retroactive to July 1, 2025, then retro pay due for the period between July 1 and September 30 would be four (4) percent for the period between July 1 and August 31 and one (1) percent for the period between September 1 and September 30.
- 4) This Interim Agreement is intended as a protection for BLET-represented employees during the collective bargaining process and is without precedent or prejudice to the parties' right to make proposals and counterproposals in the collective bargaining process.
- 5) If implemented, neither party will refer to this Interim Agreement as evidence of an appropriate GWI, or evidence of a wage pattern or lack thereof, in any ongoing or future Section 6 negotiations, or in any arbitral, judicial, or administrative forums, or in any future discussions or disputes.

The rest of this page is intentionally left blank.

SIGNED THIS _____ DAY OF JULY, 2025

FOR UNION PACIFIC
RAILROAD COMPANY:

Maqui Parkerson
Vice President, Labor Relations

FOR THE EMPLOYEES
REPRESENTED BY THE BROTHERHOOD
OF LOCOMOTIVE ENGINEERS
AND TRAINMEN:

Kyle Bagby
General Chairman, BLET MPUL

SA
Scott Alexander
General Chairman, BLET UPSR

wjw
William Wallace
General Chairman, BLET UPWR

BPC
Brian Carr
General Chairman, BLET SPWL

RC
Dick Crow
General Chairman, BLET CNW

CML
Chad Lambert
General Chairman, BLET UPED