

AGREEMENT
between
CSX TRANSPORTATION, INC.
and the
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

This Agreement is made and entered into pursuant to the Railway Labor Act, as amended, 45 U.S.C. § 151 et seq., by and between CSX Transportation, Inc. (CSXT) and the International Brotherhood of Electrical Workers (IBEW) to amend their system collective bargaining agreement dated July 1, 2003, as subsequently amended.

IT IS HEREBY AGREED:

ARTICLE I – WAGES

Section 1 – First General Wage Increase

On July 1, 2025 all hourly, daily, weekly and monthly rates of pay for employees covered by this Agreement in effect on June 30, 2025 shall be increased in the amount of four (4) percent applied so as to give effect to this increase in pay irrespective of the method of payment. The increase provided for in this Section 1 shall be applied as follows:

(a) Hourly Rates –
Add 4 percent to the existing hourly rates of pay.

(b) Daily Rates –
Add 4 percent to the existing hourly rates of pay.

(c) Weekly Rates –
Add 4 percent to the existing hourly rates of pay.

(d) Monthly Rates –
Add 4 percent to the existing hourly rates of pay.

(e) Disposition of Fractions –

Rates of pay resulting from application of paragraphs (a) to (d), inclusive, above which end in fractions of a cent shall be rounded to the nearest whole cent, fractions less than one-half cent shall be dropped, and fractions of one-half cent or more shall be increased to the nearest full cent.

(f) Application of Wage Increase –

Special allowances not included in fixed hourly, daily, weekly, or monthly rates of pay for all services rendered, and arbitraries representing duplicate time payments, will not be increased. Overtime hours will be computed in accordance with individual schedules for all overtime hours paid for.

Section 2 – Second General Wage Increase

Effective July 1, 2026 all hourly, daily, weekly and monthly rates of pay for employees covered by this Agreement in effect on June 30, 2026 shall be increased in the amount of three-and-three-quarters (3.75) percent applied so as to give effect to this increase in pay irrespective of the method of payment. The increase provided for in this Section 2 shall be applied in the same manner as provided for in Section 1 hereof.

Section 3 – Third General Wage Increase

Effective July 1, 2027 all hourly, daily, weekly and monthly rates of pay for employees covered by this Agreement in effect on June 30, 2027 shall be increased in the amount of three-and-one-half (3.5) percent applied so as to give effect to this increase in pay irrespective of the method of payment. The increase provided for in this Section 3 shall be applied in the same manner as provided for in Section 1 hereof.

Section 4 – Fourth General Wage Increase

Effective July 1, 2028 all hourly, daily, weekly and monthly rates of pay for employees covered by this Agreement in effect on June 30, 2028 shall be increased in the amount of three-and-one-quarter (3.25) percent applied so as to give effect to this increase in pay irrespective of the method of payment. The increase provided for in this Section 4 shall be applied in the same manner as provided for in Section 1 hereof.

Section 5 – Fifth General Wage Increase

Effective July 1, 2029 all hourly, daily, weekly and monthly rates of pay for employees covered by this Agreement in effect on June 30, 2029 shall be increased in the amount of three (3) percent applied so as to give effect to this increase in pay irrespective of the method of payment. The increase provided for in this Section 5 shall be applied in the same manner as provided for in Section 1 hereof.

ARTICLE II – VACATIONS

Section 1 – Vacation for New Hires (Year 0)

Effective January 1, 2025, new hire employees working full-time to have paid vacation days, to be taken as single day vacation subject to all applicable rules, based on their date of hire month in Year 0) as follows:

- January/February – 5 days
- March/April – 4 days
- May/June – 3 days
- July/August – 2 days
- September/October – 1 day

Section 2 – Vacation Year 1 Non-qualifying Employees

Effective January 1, 2025, employees working full-time in their second calendar year of employment (Year 1) who did not qualify for vacation in the prior year (Year 0) under the National Vacation Agreement will have five (5) paid vacation days, to be taken as single day vacation subject to all applicable rules.

Section 3 – Vacation Accrual Acceleration

Effective January 1, 2025, the collective agreement provisions with respect to granting of vacation will be amended to reflect the following accrual schedules:

- Two (2) or more years – 10 days
- Six (6) or more years – 15 days
- Fifteen (15) or more years – 20 days
- Twenty-three (23) or more years – 25 days

Section 4 – Single Day Vacation

Effective January 1, 2025, employees will be permitted to take five (5) days of their accrued vacation allowance as single vacation days within each calendar year, subject to all applicable rules. This will not impair any agreements providing for the scheduling of more than five (5) days as single day vacation.

ARTICLE III – HEALTH AND WELFARE

- A. Effective January 1, 2025, coverage for surviving dependents will be extended through the end of the sixth (6th) month following the month in which the employee dies.
- B. Effective January 1, 2025, plan benefits will include male sterilization procedures (i.e., vasectomy), not including reversals.
- C. Effective January 1, 2025, the individual annual maximum dental benefit will be increased from \$1,500 to \$2,500, and the individual lifetime maximum orthodontia benefit will be increased from \$1,000 to \$2,500.
- D. Effective January 1, 2025, the vision frame allowance will be increased from \$115 every two years to \$250 every two years.
- E. Effective January 1, 2025, the monthly payment for employees who elect to opt-out of coverage under the national health and welfare plan will be increased from \$100 to \$200.
- F. Effective January 1, 2025, or as soon as reasonably practicable thereafter, the plan will offer a new medical coverage option with a reduced employee-only rate.
 - 1) There will be a single funding pool to include existing plan options and the new reduced-rate option.

- 2) The employee-only reduced-rate option employee monthly contribution will be ten percent (10%) of the carrier’s monthly payment rate, and will be subject to the provisions of the Side Letter covering contribution rates during the post-2030 amendable period (attached).
- 3) The reduced-rate option will be HSA eligible.
- 4) The reduced-rate option will have the following plan design features:

	In Network	Out of Network
Deductible	\$2,500	\$5,000
Out of pocket maximum	\$5,000	\$10,000
Coinsurance – office visits and in/outpatient care	90% after deductible	70%
RX – generic coinsurance (retail and mail order)	10% after deductible	75% of R&C
RX – formulary (retail and mail order)	20% after deductible	75% of R&C
RX – non-formulary (retail and mail order)	30% after deductible	75% of R&C
Employee contributions	10% of payment rate	

G. Effective January 1, 2025, the following medical and prescription drug plan rules and practices will be implemented:

- 1) Improper billing detection and mitigation programs where available with the plan’s medical vendors.
- 2) Out of network referenced-based pricing programs where available with the plan’s medical vendors.
- 3) Full utilization management rules package for specialty drugs, and four additional non-specialty therapeutic classifications (anti-infective agents, central nervous system, gastroenterology and ophthalmology).

H. Monthly Employee Cost-Sharing Contributions (n/a to reduced-rate option)

- 1) Effective January 1, 2025, each employee covered by this Agreement shall contribute to the Plan, for each month that the employer is required to make a contribution to the Plan on the employee's behalf for foreign-to-occupation health benefits coverage for the employee and/or the employee's dependents, a monthly contribution equal to 15% of the Carriers' Monthly Payment Rate. Effective on each subsequent January 1, the monthly employee cost-sharing contribution shall be adjusted to reflect 15% of the Carrier's Monthly Payment Rate for the relevant year.
- 2) For purposes of subsection (a) above, the "Carrier’s Monthly Payment Rate" for any year shall mean one twelfth of the sum of what the carrier’s monthly payments to –

- a. the Plan for foreign-to-occupation employee and dependent health benefits, employee life insurance benefits and employee accidental death and dismemberment insurance benefits,
- b. the Dental Plan for employee and dependent dental benefits, and
- c. the Vision Plan for employee and dependent vision benefits,

would have been during that year, per non-hospital association road employee, in the absence of any employee contributions in the aforementioned plans.

- I. If existing national health care legislation is repealed, the parties will meet and confer on a voluntary basis to discuss the benefits that were previously mandated.

ARTICLE IV – MORATORIUM

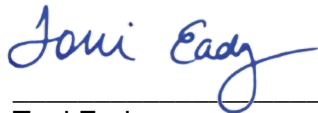
This Agreement will remain in effect through December 31, 2029 and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended. Neither party to this Agreement will serve or progress, prior to November 1, 2029 (not to become effective before January 1, 2030), any notice or proposal pursuant to Section 6 of the Railway Labor Act, however this does not prevent the parties from proposing or agreeing upon any subject of mutual interest.

AGREED this 18th day of December, 2024

FOR CSX TRANSPORTATION, INC.:

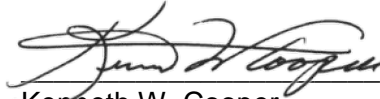


Jeff Wall
Vice President, Labor Relations



Toni Eady
Senior Manager & HDO, Labor Relations

FOR INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS



Kenneth W. Cooper
International President



Tom Owens
General Chairman, System Council 6

Side Letter #1

December 18, 2024

Kenneth W. Cooper, International President
International Brotherhood of Electrical Workers
900 Seventh Street, NW
Washington, DC 20001

Dear Mr. Cooper:

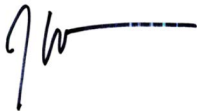
This confirms our understanding and agreement regarding employee contributions to the Railroad Employees National Health and Welfare Plan. For each month that the employer is required to make a contribution to the Plan on the employee's behalf for foreign-to-occupation health benefits coverage for themselves and/or their dependents, a monthly cost-sharing contribution by the employee shall be made in an amount equal to 15% (fifteen percent) of the Carrier's then current Monthly Payment Rate. In the event new collective agreements are not negotiated and ratified prior to January 1, 2031, the monthly cost-sharing contribution will not be increased beyond the rate last established under the terms of the January 1, 2025 agreements.

Upon ratification of successor agreement(s), the full 15% employee contribution rate will be reinstated unless otherwise agreed. If the negotiations for such successor agreement(s) result in retroactive wage increases applicable for the period that the parties are in negotiations and the employees' monthly contribution to the Health and Welfare Plan would have otherwise exceeded the rate established under the predecessor agreements, retroactive application will also be applicable to those contribution increases.

This arrangement shall not be cited in future negotiations under Section 6 of the Railway Labor Act (up through and including a Presidential Emergency Board or interest arbitration) as a reason or justification for any future increase in compensation or limit or reduction in employee health care contributions.

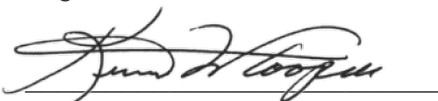
Please acknowledge your agreement by signing in the space provided below.

Sincerely,



Jeff Wall
Vice President, Labor Relations
CSX Transportation, Inc.

I agree:



Kenneth W. Cooper
International President, IBEW

Side Letter #2

December 18, 2024

Kenneth W. Cooper, International President
International Brotherhood of Electrical Workers
900 Seventh Street, NW
Washington, DC 20001

Dear Mr. Cooper:

This confirms our understanding with respect to the tentative agreement of this date between CSX Transportation, Inc. and the International Brotherhood of Electrical Workers.

In the event CSXT enters into a voluntary and ratified collective agreement with any labor organization which: (a) deviates in any respect from the terms of the core economic items listed in paragraphs 1 through 7 and Side Letter 1 of the tentative agreement, or (b) incorporates local or other carrier- or union-specific agreements not tentatively agreed-upon prior to the date of this tentative agreement between CSXT and IBEW; and which, in either case provides, in the aggregate, materially greater overall economic value to the employees represented by that organization or lesser value to the carrier than is provided in the CSXT-IBEW tentative agreement of this date (excluding the value of any settlements of existing claims or grievances alleging violations or penalties due under such agreements); then IBEW may request that the CSXT-IBEW Agreements be adjusted to account for that difference in value in a manner to be determined by the parties.


Similarly, in the event IBEW enters into a voluntary and ratified collective agreement with any railroad member of the National Carriers' Conference Committee (NCCC) which: (a) deviates in any respect from the terms of the core economic items listed in paragraphs 1 through 7 and Side Letter 1 of the tentative agreement, or (b) incorporates local or other carrier- or union-specific agreements not tentatively agreed-upon prior to the date of this tentative agreement between CSXT and IBEW; and which, in either case provides, in the aggregate, materially greater overall economic value to the carrier or lesser overall economic value to the employees represented by IBEW than is provided in the CSXT-IBEW tentative agreement of this date (excluding the value of any settlements of existing claims or grievances alleging violations or penalties due under such agreements), CSXT may request that the CSXT-IBEW Agreement be adjusted to account for that difference in economic value in a manner to be determined by the parties.

If the President of the IBEW or the CSXT Vice President, Labor Relations believes that any such collective agreement has potentially triggered the understanding in this letter, they shall, within sixty (60) days of the date such agreement is ratified, provide prompt written notification to the other and confer within fifteen (15) calendar days to discuss further handling of the matter. Any disagreement between the parties regarding the interpretation or application of this understanding shall be resolved through final and binding party-paid arbitration.

This agreement shall be non-precedential and shall not be referenced in any forum except for the limited purpose of enforcing its terms. This agreement shall expire and have no further effect with respect to other agreements between IBEW and any NCCC carrier or CSXT and any labor organization sixty (60) days after all such agreements are ratified.

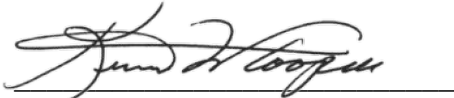
Please acknowledge your agreement by signing in the space provided below.

Sincerely,

A handwritten signature in black ink, appearing to be 'JW', followed by a horizontal line extending to the right.

Jeff Wall
Vice President, Labor Relations
CSX Transportation, Inc.

I agree:

A handwritten signature in black ink, appearing to be 'Kenneth W. Cooper', written over a horizontal line.

Kenneth W. Cooper
International President, IBEW

Side Letter #3

December 18, 2024

Kenneth W. Cooper, International President
International Brotherhood of Electrical Workers
900 Seventh Street, NW
Washington, DC 20001

Dear Mr. Cooper:

This confirms our discussion and agreement regarding The Railroad Employees National Health & Welfare Plan.

The parties agree that, contingent on NCCC approval, the current practice of new-hire employees and their eligible dependents being automatically placed in the interim Managed Medical Care Program (MMCP) upon qualification will continue to apply. New-hire employees will be provided with information concerning the benefits available to the employees under the traditional MMCP and the reduced employee-only rate plan. Consistent with current practice, new-hire employees who do not make an affirmative election by the end of the third month following the month the new-hire employee renders the requisite amount of compensated service will automatically be enrolled in the traditional MMCP plan until the next open enrollment period.

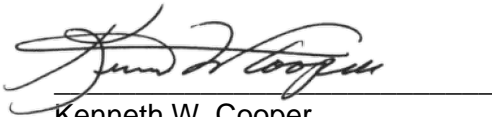
Please acknowledge your agreement by signing in the space provided below.

Sincerely,



Jeff Wall
Vice President, Labor Relations
CSX Transportation, Inc.

I agree:



Kenneth W. Cooper
International President, IBEW

Side Letter #4

December 18, 2024

Kenneth W. Cooper, International President
International Brotherhood of Electrical Workers
900 Seventh Street, NW
Washington, DC 20001

Dear Mr. Cooper:

This confirms our discussion and agreement regarding utilization of paid sick leave.

We have agreed that effective January 1, 2025, IBEW-represented employees will have the option to carry-over up to four (4) days of unused paid sick leave in any calendar year to a maximum bank of twenty (20) days. Banked sick leave days may only be utilized after all current year paid sick leave days are exhausted in any calendar year, and only for documented critical or long-term injury or illness. The Carrier may require the employee to provide a note from a healthcare provider to document the need for the utilization of any banked sick leave. Unused banked paid sick leave days will be paid out at 100% of the value upon the employee's resignation or retirement.

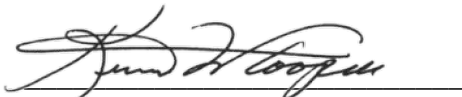
Please acknowledge your agreement by signing in the space provided below.

Sincerely,



Jeff Wall
Vice President, Labor Relations
CSX Transportation, Inc.

I agree:


Kenneth W. Cooper
International President, IBEW