

SETTLEMENT AGREEMENT

Between

Colorado and Wyoming Railway Company

And

Brotherhood of Maintenance of Way Employees Division

The Colorado and Wyoming Railway Company and the Brotherhood of Maintenance of Way Employees agree that the August 1, 1975 Agreement between the Parties, as modified, shall be changed as follows. The effective date of these changes shall be January 1, 2025, unless otherwise specified. This Agreement is in full the final settlement of all Section six (6) Notices currently being handled between the parties and will remain in full force and effect until November 30, 2029, subject to the provisions of the Railway Labor Act. Except for the items included In Settlement Agreement, all other work rules and agreements will remain in effect.

Wage Increases

April 01, 2025	4.0% Wage Increase
April 01, 2026	3.0% Wage Increase
April 01, 2027	4.0% Wage Increase
April 01, 2028	3.0% Wage Increase
April 01, 2029	3.0% Wage Increase

Health and Welfare- Employee Cost Sharing

Will remain at \$150.00 per month

Profit Participation Plan

No Change

Rule Changes

Rule 18-1 Bereavement

Each employee shall be entitled to five (5) bereavement days upon the completion of one (1) year of service. Bereavement leave will be allowed in the case of death of an employee's grandparent, parent, brother, sister, child, stepchild, spouse or spouse's grandparent or parent. Add the following: grandchildren.

Rule 27 Vacations

The following changes will be allowed to the annual vacation schedule:

Five (5) Days	After one Year of Service
Ten (10) Days	Two (2) Years of Service
Fifteen (15) Days	Five (5) Years of Service
Twenty (20) Days	Ten (10) Years of Service
Twenty-Five (25) Days	Fifteen (15) Years of Service

Additionally, each employee working under this agreement will receive one (1) personal day with pay at completion of one (1) year of service and four (4) additional personal days with pay will be acquired at the completion of two (2) years of service.

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Employees will be allowed to take one week of vacation in single days. A second week of vacation can be used in single days at the sole discretion of the department manager.

Rule 28 Holidays

Add Veterans Day to paid Holiday Schedule

Terms of Contract

This Agreement shall be in effect for five (5) years beginning January 1, 2025 and is subject to the provisions of the Railway Labor Act. It is understood, therefore, that proposals for changes in rates of pay, rules, or working conditions shall be initiated or progressed by the one signatory Party against the other prior to August 1, 2029. This shall not prevent the Parties from mutually agreeing upon changes in rates of pay, rules and working conditions of employees covered by the Agreement.

David R. Morrow II
Chief Operating Officer
Colorado & Wyoming Railway Co.
Date:

Galen E. Owen
West Region Vice President
Brotherhood of Maintenance of Way Employees
Date:

Timothy K. Bunch
ATSFF General Chairman
Brotherhood of Maintenance of Way Employees
Date:

Vern VanAusdall
ATSFF Vice General Chairman
Brotherhood of Maintenance of way Employees
Date:

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