Union Pacific Railroad Announces Pay Raises and Labor Agreements with 11 Unions that Cover 12 Crafts

September 3, 2025

Interim agreements also reached with SMART-TD and BLET, two of the railroad's largest unions, providing 3% pay increases

OMAHA, Neb.--(BUSINESS WIRE)--Sep. 3, 2025-- Union Pacific is pleased to announce that it has reached ratified agreements with 11 unions that cover 12 crafts and represent 46% of the railroad's craft employees.

Additionally, two of the largest railroad unions have approved interim agreements that give their members 3% pay increases as negotiations continue on long-term agreements. Raises for the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART-TD) and the Brotherhood of Locomotive Engineers and Trainmen (BLET) took effect Sept. 1.

The 12 ratified long-term agreements cover five-year terms and include wage increases, effective July 1, 2025, along with additional vacation time, health and welfare benefits and work rule changes.

"I want to thank all our union partners for their work in reaching these agreements. It's important we reward our employees without delay and acknowledge their contribution providing the safe, reliable service we sold our customers," said Union Pacific CEO Jim Vena.

The 12 crafts that ratified agreements:

- National Conference of Firemen & Oilers (NCFO)
- The International Brotherhood of Boilermakers (IBB)
- The International Association of Machinists and Aerospace Workers (IAM)
- The International Brotherhood of Electrical Workers (IBEW)
- The Brotherhood of Railway Carmen (BRC)
- The Brotherhood of Maintenance of Way Employees (BMWE)
- Brotherhood of Railroad Signalmen (BRS)
- The Transportation Communications Union (TCU)
- International Union of Operating Engineers (IUOE)
- Iron Workers (IW)
- The International Association of Sheet Metal, Air, Rail and Transportation Workers' Mechanical and Engineering Department (SMART-MD)
- The American Railway and Airway Supervisors Association (ARASA)

ABOUT UNION PACIFIC
Union Pacific (NYSE: UNP) delivers the goods families and businesses use every day with safe, reliable and efficient service. Operating in 23 western states, the company connects its customers and communities to the global economy. Trains are the most environmentally responsible way to move freight, helping Union Pacific protect future generations. More information about Union Pacific is available at www.up.com.

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