

Brotherhood of Railway Carmen Reaches Agreement with Union Pacific to Protect ‘Good Paying Railroad Jobs’

Agreement guarantees job protection for union employees after the Union Pacific and Norfolk Southern Merger

OMAHA, Neb., Nov. 17, 2025 – The Brotherhood of Railway Carmen (BRC) and Union Pacific Railroad reached an agreement that provides a commitment of job security for hundreds of union employees after Union Pacific and Norfolk Southern merge to build America’s first coast-to-coast railroad.

The BRC is the latest union to reach an historic agreement with Union Pacific that ensures BRC members employed at both Union Pacific and Norfolk Southern at the time of the merger will have job security for life, subject to the usual requirements for continued employment.

“Security for our members is a huge accomplishment. I am proud to report that BRC members working at Union Pacific and Norfolk Southern can have the peace of mind that comes with knowing your job is secure and that you don’t have to worry about being involuntarily furloughed,” said Don Grissom, BRC general president. “Union Pacific leadership did the right thing in taking this important first step for our members.

BRC is the third national union to reach an agreement with Union Pacific guaranteeing job protection for its members. The other two unions are [International Association of Sheet Metal, Air, Rail and Transportation workers – Transportation Division \(SMART-TD\)](#) and the [National Conference of Firemen and Oilers \(NCFO\)](#).

“I want to thank BRC for its leadership and its hard work in reaching this agreement, which underscores the promise I made to protect the jobs of all unionized employees,” said Union Pacific Chief Executive Officer Jim Vena. “We know finally connecting the country from coast-to-coast, eliminating unnecessary touch points, removing 24-48 hours from interchanges and providing rail solutions to underserved areas of the country is a win, all the way around.”

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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