

# Mapping the **Bargaining Landscape**



In the months leading up to the Nov. 1 amendable date, several Class I rail carriers and their union partners reached—and in many cases, ratified—local collective bargaining agreements to proactively resolve the 2025 bargaining round. Dozens of these local five-year agreements are now in place, with consistent terms covering thousands of freight rail employees across specific crafts at individual railroads and establishing a pattern for national bargaining.

The chart below depicts the current bargaining landscape among the NCCC carriers. It is important to note that other carriers that participate in national bargaining but are not members of the NCCC have also reached agreements based on the pattern.

Union	National Bargaining	BNSF	NS	CN	CSX	Union Pacific
ATDA	✓	✓	✓	✓	✓	
BLET	✓	✓	✓	✓	✓	✓
BMWED	✓	✓	✓	✓	✓	✓
BRS	💬	💬	💬	💬	✓	✓
IAM	✓	✓	✓	✓	✓	✓
IBB	✓	✓	✓	✓	✓	✓
IBEW	✓	✓	✓	✓	✓	✓
NCFO	✓	✓	✓	✓	✓	✓
SMART-MD	✓	✓	✓	✓	✓	✓
TCU	✓	✓	✓	✓	✓	✓
BRC	✓	✓	✓	✓	✓	✓
SMART-TD	✓	✓	✓	✓		✓
SMART-TD (Y)	✓	✓	✓	✓	✓	✓

## Legend



in national bargaining



ratified agreement in place



tentative agreement pending

References to CN are to the U.S. railroads owned directly or indirectly by Canadian National. Union Pacific and CSX have not authorized the NCCC to represent them in national bargaining and therefore are not identified as participating carriers in the NCCC's national section 6 notices.