

**IN FORMING A REASONABLE EXPECTATION FOR WAGE INCREASES DURING THIS ROUND OF BARGAINING WITH
LIRR IT IS USEFUL TO EXAMINE CURRENT WAGE DEVELOPMENTS FOR WORKERS ELSEWHERE IN THE U.S.
THIS IS WHAT WE FOUND**

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- National Class I Freight Railroad Agreement – Covering 115,000 Railroad Employees – **4.4% per year** over 5 years.
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- AMTRAK and BMWED Agreement – Covering 1,450 Employees – **4.1% per year** for 7 years.
 - AMTRAK and BMWED Agreement – Covering 800 Foreman, Welders, Equipment Operators – **6.0% per year** for 7 years.
 - AMTRAK and BMWED Agreement – Covering 450 ET Department Employees – **6.9% per year** for 7 years.
 - AMTRAK and Shopcraft Agreement – Covering 4,500 Employees – **4.3% per year** for 7 years.
 - AMTRAK and TCU Agreement – Covering 3,200 Employees – **4.3% per year** for 7 years.
 - AMTRAK and ARASA-MW Agreement – Covering 220 Supervisors – **5.3% per year** for 7 years.
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- Urban Transit Workers serving the following major metropolitan areas (covering more than 40,000 employees):
 - Washington DC – **5.7% per year** for 4 years.
 - Baltimore – **4.9% per year** for 4 years; 6.2% for Train Operators.
 - Boston – **4.7% per year** for 4 years.
 - San Francisco – **5.0% per year** for 2 years.
 - Los Angeles – **4.8% per year** for 5 years.
 - Houston – **7.6% per year** for 2.3 years.
 - Dallas – **9.3%** for 1 year.
 - Denver – **8.0% per year** for 3 years.
 - Portland – **5.7% per year** for 2 years.
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- Bloomberg Survey of 177 Collective Bargaining Settlements in 2023 – **7.0%** average 1st year wage increase.
 - BLS Employment Cost Index – 12 months ending June 2023 – increase in wages – **4.6%**
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