

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Equipment Department

Helpers

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Electrician - Helper ET (Occ: 8200)	12/16/2010	2%	26.489	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2011	1.5%	26.887	1.340	1.273	1.206	1.072	1.005	0.938		
	12/16/2011	1.5%	27.290	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2012	1.5%	27.699	1.340	1.273	1.206	1.072	1.005	0.938		
	12/16/2012	1.5%	28.115	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2013	1.5%	28.537	1.340	1.273	1.206	1.072	1.005	0.938		
	12/16/2013	1.5%	28.965	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2014	1.5%	29.399	1.340	1.273	1.206	1.072	1.005	0.938		
	12/16/2014	1.5%	29.840	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2015	1.5%	30.288	1.340	1.273	1.206	1.072	1.005	0.938		
12/16/2015	1.5%	30.742	1.340	1.273	1.206	1.072	1.005	0.938			

New Hire Wage Progression Helper Employees Hired Prior to 9/25/2014:			
1st	365	Calendar Days	70%
2nd	365	Calendar Days	75%
3rd	365	Calendar Days	80%
4th	365	Calendar Days	80%
5th	365	Calendar Days	90%
6th	365	Calendar Days	95%
After	2190	Calendar Days	100%

New Hire Wage Progression Helper Employees Hired On or After 9/25/2014:			
1st	365	Calendar Days	70%
2nd	365	Calendar Days	70%
3rd	365	Calendar Days	75%
4th	365	Calendar Days	80%
5th	365	Calendar Days	80%
6th	365	Calendar Days	90%
7th	365	Calendar Days	90%
8th	365	Calendar Days	95%
After	2,920	Calendar Days	100%

Prior company service counts toward wage progression within craft only.

Apprentices

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Electrician (Apprentice) (Occ: 7830)	12/16/2010	2%	31.809	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	32.286	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	32.770	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	33.262	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	33.761	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	34.267	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	34.781	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	35.303	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	35.832	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	36.370	1.608	1.528	1.447	1.286	1.206	1.126		
12/16/2015	1.5%	36.915	1.608	1.528	1.447	1.286	1.206	1.126			

New Hire Wage Progression Apprentice Employees Hired Prior to 9/25/2014:			
1st	240	Days of Compensated Service	70%
2nd	240	Days of Compensated Service	75%
3rd	240	Days of Compensated Service	80%
4th	240	Days of Compensated Service	90%
5th	240	Days of Compensated Service	95%
After	1200	Days of Compensated Service	100%

New Hire Wage Progression Apprentice Employees Hired On or After 9/25/2014:			
1st	240	Days of Compensated Service	70%
2nd	240	Days of Compensated Service	70%
3rd	240	Days of Compensated Service	75%
4th	240	Days of Compensated Service	80%
5th	240	Days of Compensated Service	90%
6th	240	Days of Compensated Service	90%
7th	240	Days of Compensated Service	95%
After	1680	Days of Compensated Service	100%

Prior company service counts toward wage progression within craft only.

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Equipment Department

Mechanics

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Armature Winder (Occ: 7811)	12/16/2010	2%	32.137	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2011	1.5%	32.619	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2011	1.5%	33.108	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2012	1.5%	33.605	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2012	1.5%	34.109	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2013	1.5%	34.621	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2013	1.5%	35.140	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2014	1.5%	35.667	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2014	1.5%	36.202	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2015	1.5%	36.745	1.625	1.544	1.463	1.300	1.219	1.138		
12/16/2015	1.5%	37.296	1.625	1.544	1.463	1.300	1.219	1.138			
Electrician - Basic (Occ: 7810)	12/16/2010	2%	31.809	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	32.286	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	32.770	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	33.262	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	33.761	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	34.267	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	34.781	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	35.303	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	35.832	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	36.370	1.608	1.528	1.447	1.286	1.206	1.126		
12/16/2015	1.5%	36.915	1.608	1.528	1.447	1.286	1.206	1.126			
Electrician - Car Mover (Occ: 7812)	12/16/2010	2%	32.310	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	32.794	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	33.286	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	33.785	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	34.292	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	34.807	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	35.329	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	35.859	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	36.396	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	36.942	1.608	1.528	1.447	1.286	1.206	1.126		
12/16/2015	1.5%	37.497	1.608	1.528	1.447	1.286	1.206	1.126			
Electrician - Car Mover 30 Month Lock-in (Occ: 7812)	1/16/2015		37.369	1.608	1.528	1.447	1.286	1.206	1.126	1	1/16/2015
	6/16/2015	1.5%	37.930	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2015	1.5%	38.498	1.608	1.528	1.447	1.286	1.206	1.126		
Electrician Electronic Technician - Elect. Shop & Electrician Electronic Technician - M-3 Fleet (Occ: 7813)	12/16/2010	2%	32.440	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2011	1.5%	32.927	1.640	1.558	1.476	1.312	1.230	1.148		
	12/16/2011	1.5%	33.421	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2012	1.5%	33.922	1.640	1.558	1.476	1.312	1.230	1.148		
	12/16/2012	1.5%	34.431	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2013	1.5%	34.947	1.640	1.558	1.476	1.312	1.230	1.148		
	12/16/2013	1.5%	35.471	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2014	1.5%	36.003	1.640	1.558	1.476	1.312	1.230	1.148		
	12/16/2014	1.5%	36.544	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2015	1.5%	37.092	1.640	1.558	1.476	1.312	1.230	1.148		
12/16/2015	1.5%	37.648	1.640	1.558	1.476	1.312	1.230	1.148			

Notes:

1 - Effective 1/16/2015 New Car Mover Training Program established.

Car Mover trainees shall be scheduled for a six-week-on-the-job training period with a qualified Car Mover Mentor (Qualified Electrician Car Mover chosen as a mentor) and a qualifying test at the end of the training period. Once a Car Mover trainee successfully completes the training program and all testing, he/she will be considered fully qualified and subject to a thirty (30) month lock-in.

Incumbent Car Movers may select to remain at their current rate of pay or may opt to receive the \$37.369 per hour rate mentioned above by agreeing to the aforementioned thirty (30) month lock-in.

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Equipment Department

Mechanics

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Electrician Trainee (Occ: 7823)	12/16/2010	2%	22.267							1.126	
	6/16/2011	1.5%	22.601							1.126	
	12/16/2011	1.5%	22.940							1.126	
	6/16/2012	1.5%	23.284							1.126	
	12/16/2012	1.5%	23.633							1.126	
	6/16/2013	1.5%	23.987							1.126	
	12/16/2013	1.5%	24.347							1.126	
	6/16/2014	1.5%	24.712							1.126	
	12/16/2014	1.5%	25.083							1.126	
	6/16/2015	1.5%	25.459							1.126	
12/16/2015	1.5%	25.841							1.126		
Hi-Tech Diesel Locomotive Electrician (Occ 7808)	12/16/2010	2%	32.440	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2011	1.5%	32.927	1.640	1.558	1.476	1.312	1.230	1.148		
	12/16/2011	1.5%	33.421	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2012	1.5%	33.922	1.640	1.558	1.476	1.312	1.230	1.148		
	12/16/2012	1.5%	34.431	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2013	1.5%	34.947	1.640	1.558	1.476	1.312	1.230	1.148		
	12/16/2013	1.5%	35.471	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2014	1.5%	36.003	1.640	1.558	1.476	1.312	1.230	1.148		
	12/16/2014	1.5%	36.544	1.640	1.558	1.476	1.312	1.230	1.148		
	6/16/2015	1.5%	37.092	1.640	1.558	1.476	1.312	1.230	1.148		
12/16/2015	1.5%	37.648	1.640	1.558	1.476	1.312	1.230	1.148			
Federal Inspector (Occ: 7809)	12/16/2010	2%	32.137	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2011	1.5%	32.619	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2011	1.5%	33.108	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2012	1.5%	33.605	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2012	1.5%	34.109	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2013	1.5%	34.621	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2013	1.5%	35.140	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2014	1.5%	35.667	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2014	1.5%	36.202	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2015	1.5%	36.745	1.625	1.544	1.463	1.300	1.219	1.138		
12/16/2015	1.5%	37.296	1.625	1.544	1.463	1.300	1.219	1.138			
Road Car Electrician (Occ: 7960)	12/16/2010	2%	32.771	1.658	1.575	1.492	1.326	1.244	1.161		
	6/16/2011	1.5%	33.262	1.658	1.575	1.492	1.326	1.244	1.161		
	12/16/2011	1.5%	33.761	1.658	1.575	1.492	1.326	1.244	1.161		
	6/16/2012	1.5%	34.267	1.658	1.575	1.492	1.326	1.244	1.161		
	12/16/2012	1.5%	34.781	1.658	1.575	1.492	1.326	1.244	1.161		
	6/16/2013	1.5%	35.303	1.658	1.575	1.492	1.326	1.244	1.161		
	12/16/2013	1.5%	35.833	1.658	1.575	1.492	1.326	1.244	1.161		
	6/16/2014	1.5%	36.370	1.658	1.575	1.492	1.326	1.244	1.161		
	12/16/2014	1.5%	36.916	1.658	1.575	1.492	1.326	1.244	1.161		
	6/16/2015	1.5%	37.470	1.658	1.575	1.492	1.326	1.244	1.161		
12/16/2015	1.5%	38.032	1.658	1.575	1.492	1.326	1.244	1.161			

2014 Rates commenced 11/5/14. Backpay period 12/16/10-11/4/14.

New Hire Wage Progression Mechanic Employees Hired Prior to 9/25/2014:		
1st	240 Days of Compensated Service	70%
2nd	240 Days of Compensated Service	75%
3rd	240 Days of Compensated Service	80%
4th	240 Days of Compensated Service	90%
5th	240 Days of Compensated Service	95%
After 1200	Days of Compensated Service	100%
(Only Applicable to New Hire Mechanics)		

New Hire Wage Progression Mechanic Employees Hired On or After 9/25/2014:		
1st	240 Days of Compensated Service	70%
2nd	240 Days of Compensated Service	70%
3rd	240 Days of Compensated Service	75%
4th	240 Days of Compensated Service	80%
5th	240 Days of Compensated Service	90%
6th	240 Days of Compensated Service	90%
7th	240 Days of Compensated Service	95%
After 1680	Days of Compensated Service	100%
(Only Applicable to New Hire Mechanics)		

Prior company service counts toward wage progression within craft only.

*The night differential rates frozen at the 12/31/84 rate were increased by the 1999-2002 wage increases. 2010-2015 night differential rates remain same as 2002.

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Way Department

Helpers

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Electrician - Helper (Occ: 8200)	12/16/2010	2%	26.489	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2011	1.5%	26.887	1.340	1.273	1.206	1.072	1.005	0.938		
	12/16/2011	1.5%	27.290	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2012	1.5%	27.699	1.340	1.273	1.206	1.072	1.005	0.938		
	12/16/2012	1.5%	28.115	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2013	1.5%	28.537	1.340	1.273	1.206	1.072	1.005	0.938		
	12/16/2013	1.5%	28.965	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2014	1.5%	29.399	1.340	1.273	1.206	1.072	1.005	0.938		
	12/16/2014	1.5%	29.840	1.340	1.273	1.206	1.072	1.005	0.938		
	6/16/2015	1.5%	30.288	1.340	1.273	1.206	1.072	1.005	0.938		
12/16/2015	1.5%	30.742	1.340	1.273	1.206	1.072	1.005	0.938			
Electrician - Helper (When Track Car Pilot) (Occ: 8202)	12/16/2010	2%	27.726	1.402	1.332	1.262	1.122	1.052	0.981		
	6/16/2011	1.5%	28.142	1.402	1.332	1.262	1.122	1.052	0.981		
	12/16/2011	1.5%	28.564	1.402	1.332	1.262	1.122	1.052	0.981		
	6/16/2012	1.5%	28.992	1.402	1.332	1.262	1.122	1.052	0.981		
	12/16/2012	1.5%	29.427	1.402	1.332	1.262	1.122	1.052	0.981		
	6/16/2013	1.5%	29.868	1.402	1.332	1.262	1.122	1.052	0.981		
	12/16/2013	1.5%	30.316	1.402	1.332	1.262	1.122	1.052	0.981		
	6/16/2014	1.5%	30.771	1.402	1.332	1.262	1.122	1.052	0.981		
	12/16/2014	1.5%	31.233	1.402	1.332	1.262	1.122	1.052	0.981		
	6/16/2015	1.5%	31.701	1.402	1.332	1.262	1.122	1.052	0.981		
12/16/2015	1.5%	32.177	1.402	1.332	1.262	1.122	1.052	0.981			

<u>New Hire Wage Progression Helper</u>			
<u>Employees Hired Prior to 9/25/2014:</u>			
1st	365	Calendar Days	70%
2nd	365	Calendar Days	75%
3rd	365	Calendar Days	80%
4th	365	Calendar Days	80%
5th	365	Calendar Days	90%
6th	365	Calendar Days	95%
After	2,190	Calendar Days	100%

<u>New Hire Wage Progression Helper</u>			
<u>Employees Hired On or After 9/25/2014:</u>			
1st	365	Calendar Days	70%
2nd	365	Calendar Days	70%
3rd	365	Calendar Days	75%
4th	365	Calendar Days	80%
5th	365	Calendar Days	80%
6th	365	Calendar Days	90%
7th	365	Calendar Days	90%
8th	365	Calendar Days	95%
After	2,920	Calendar Days	100%

Prior company service counts toward wage progression within craft only.

Apprentices

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Lineman - Cable Splicer (Apprentice) (Occ: 7930)	12/16/2010	2%	33.400	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2011	1.5%	33.901	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2011	1.5%	34.409	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2012	1.5%	34.926	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2012	1.5%	35.449	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2013	1.5%	35.981	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2013	1.5%	36.521	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2014	1.5%	37.069	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2014	1.5%	37.625	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2015	1.5%	38.189	1.688	1.604	1.519	1.350	1.266	1.182		
12/16/2015	1.5%	38.762	1.688	1.604	1.519	1.350	1.266	1.182			

<u>New Hire Wage Progression Apprentice</u>			
<u>Employees Hired Prior to 9/25/2014:</u>			
1st	240	Days of Compensated Service	70%
2nd	240	Days of Compensated Service	75%
3rd	240	Days of Compensated Service	80%
4th	240	Days of Compensated Service	90%
5th	240	Days of Compensated Service	95%
After	1200	Days of Compensated Service	100%

<u>New Hire Wage Progression Apprentice</u>			
<u>Employees Hired On or After 9/25/2014:</u>			
1st	240	Days of Compensated Service	70%
2nd	240	Days of Compensated Service	70%
3rd	240	Days of Compensated Service	75%
4th	240	Days of Compensated Service	80%
5th	240	Days of Compensated Service	90%
6th	240	Days of Compensated Service	90%
7th	240	Days of Compensated Service	95%
After	1680	Days of Compensated Service	100%

Prior company service counts toward wage progression within craft only.

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Way Department

Mechanics

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Electrician - Basic (Occ: 7810)	12/16/2010	2%	31.809	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	32.286	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	32.770	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	33.262	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	33.761	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	34.267	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	34.781	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	35.303	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	35.832	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	36.370	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2015	1.5%	36.915	1.608	1.528	1.447	1.286	1.206	1.126		
Electrician (When Track Car Pilot) (Occ: 7817)	12/16/2010	2%	33.046	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	33.542	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	34.045	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	34.555	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	35.074	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	35.600	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	36.134	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	36.676	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	37.226	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	37.784	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2015	1.5%	38.351	1.608	1.528	1.447	1.286	1.206	1.126		
Electrolysis Tester (Occ: 7850)	12/16/2010	2%	33.275	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	33.775	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	34.281	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	34.795	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	35.317	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	35.847	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	36.385	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	36.931	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	37.485	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	38.047	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2015	1.5%	38.618	1.608	1.528	1.447	1.286	1.206	1.126		
Electrician - Motor Mechanic (Occ: 7810)	12/16/2010	2%	32.137	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2011	1.5%	32.619	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2011	1.5%	33.108	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2012	1.5%	33.605	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2012	1.5%	34.109	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2013	1.5%	34.621	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2013	1.5%	35.140	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2014	1.5%	35.667	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2014	1.5%	36.202	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2015	1.5%	36.745	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2015	1.5%	37.296	1.625	1.544	1.463	1.300	1.219	1.138		
Electrician - Motor Mechanic (When Track Car Pilot) (Occ: 7820)	12/16/2010	2%	33.371	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2011	1.5%	33.872	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2011	1.5%	34.380	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2012	1.5%	34.896	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2012	1.5%	35.419	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2013	1.5%	35.950	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2013	1.5%	36.490	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2014	1.5%	37.037	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2014	1.5%	37.593	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2015	1.5%	38.156	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2015	1.5%	38.729	1.625	1.544	1.463	1.300	1.219	1.138		

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Way Department

Mechanics

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Electrician Maintainer (Occ: 7810)	12/16/2010	2%	32,083	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2011	1.5%	32,564	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2011	1.5%	33,053	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2012	1.5%	33,549	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2012	1.5%	34,052	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2013	1.5%	34,563	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2013	1.5%	35,081	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2014	1.5%	35,607	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2014	1.5%	36,141	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2015	1.5%	36,683	1.623	1.542	1.461	1.298	1.217	1.136		
12/16/2015	1.5%	37,234	1.623	1.542	1.461	1.298	1.217	1.136			
Lineman - Cable Splicer (Occ: 7910)	12/16/2010	2%	33,400	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2011	1.5%	33,901	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2011	1.5%	34,409	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2012	1.5%	34,926	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2012	1.5%	35,449	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2013	1.5%	35,981	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2013	1.5%	36,521	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2014	1.5%	37,069	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2014	1.5%	37,625	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2015	1.5%	38,189	1.688	1.604	1.519	1.350	1.266	1.182		
12/16/2015	1.5%	38,762	1.688	1.604	1.519	1.350	1.266	1.182			
Lineman - Cable Splicer (When Track Car Pilot) (Occ: 7910)	12/16/2010	2%	34,636	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2011	1.5%	35,156	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2011	1.5%	35,683	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2012	1.5%	36,218	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2012	1.5%	36,762	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2013	1.5%	37,313	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2013	1.5%	37,873	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2014	1.5%	38,441	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2014	1.5%	39,017	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2015	1.5%	39,603	1.688	1.604	1.519	1.350	1.266	1.182		
12/16/2015	1.5%	40,197	1.688	1.604	1.519	1.350	1.266	1.182			
Rotary Tender (Occ: 7810)	12/16/2010	2%	27,060	1.370	1.302	1.233	1.096	1.028	0.959		
	6/16/2011	1.5%	27,465	1.370	1.302	1.233	1.096	1.028	0.959		
	12/16/2011	1.5%	27,877	1.370	1.302	1.233	1.096	1.028	0.959		
	6/16/2012	1.5%	28,296	1.370	1.302	1.233	1.096	1.028	0.959		
	12/16/2012	1.5%	28,720	1.370	1.302	1.233	1.096	1.028	0.959		
	6/16/2013	1.5%	29,151	1.370	1.302	1.233	1.096	1.028	0.959		
	12/16/2013	1.5%	29,588	1.370	1.302	1.233	1.096	1.028	0.959		
	6/16/2014	1.5%	30,032	1.370	1.302	1.233	1.096	1.028	0.959		
	12/16/2014	1.5%	30,482	1.370	1.302	1.233	1.096	1.028	0.959		
	6/16/2015	1.5%	30,940	1.370	1.302	1.233	1.096	1.028	0.959		
12/16/2015	1.5%	31,404	1.370	1.302	1.233	1.096	1.028	0.959			
Supervisory Control Maintainer (Occ: 7815)	12/16/2010	2%	33,275	1.683	1.599	1.515	1.346	1.262	1.178		
	6/16/2011	1.5%	33,775	1.683	1.599	1.515	1.346	1.262	1.178		
	12/16/2011	1.5%	34,281	1.683	1.599	1.515	1.346	1.262	1.178		
	6/16/2012	1.5%	34,795	1.683	1.599	1.515	1.346	1.262	1.178		
	12/16/2012	1.5%	35,317	1.683	1.599	1.515	1.346	1.262	1.178		
	6/16/2013	1.5%	35,847	1.683	1.599	1.515	1.346	1.262	1.178		
	12/16/2013	1.5%	36,385	1.683	1.599	1.515	1.346	1.262	1.178		
	6/16/2014	1.5%	36,931	1.683	1.599	1.515	1.346	1.262	1.178		
	12/16/2014	1.5%	37,485	1.683	1.599	1.515	1.346	1.262	1.178		
	6/16/2015	1.5%	38,047	1.683	1.599	1.515	1.346	1.262	1.178		
12/16/2015	1.5%	38,618	1.683	1.599	1.515	1.346	1.262	1.178			

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Way Department

Mechanics

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Third Rail Man (Occ: 7980)	12/16/2010	2%	32.083	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2011	1.5%	32.564	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2011	1.5%	33.053	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2012	1.5%	33.549	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2012	1.5%	34.052	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2013	1.5%	34.563	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2013	1.5%	35.081	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2014	1.5%	35.607	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2014	1.5%	36.141	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2015	1.5%	36.683	1.623	1.542	1.461	1.298	1.217	1.136		
12/16/2015	1.5%	37.234	1.623	1.542	1.461	1.298	1.217	1.136			
Third Rail Man - (When Track Car Pilot) (Occ: 7980)	12/16/2010	2%	33.318	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2011	1.5%	33.818	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2011	1.5%	34.325	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2012	1.5%	34.840	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2012	1.5%	35.363	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2013	1.5%	35.893	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2013	1.5%	36.432	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2014	1.5%	36.978	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2014	1.5%	37.533	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2015	1.5%	38.096	1.623	1.542	1.461	1.298	1.217	1.136		
12/16/2015	1.5%	38.667	1.623	1.542	1.461	1.298	1.217	1.136			

2014 Rates commenced 11/5/14. Backpay period 12/16/2010-11/4/14.

<u>New Hire Wage Progression Mechanic</u>			
<u>Employees Hired Prior to 9/25/2014:</u>			
1st	240	Days of Compensated Service	70%
2nd	240	Days of Compensated Service	75%
3rd	240	Days of Compensated Service	80%
4th	240	Days of Compensated Service	90%
5th	240	Days of Compensated Service	95%
After	1200	Days of Compensated Service	100%
(Only Applicable to New Hire Mechanics)			

Prior company service counts toward wage progression within craft only.

<u>New Hire Wage Progression Mechanic</u>			
<u>Employees Hired On or After 9/25/2014:</u>			
1st	240	Days of Compensated Service	70%
2nd	240	Days of Compensated Service	70%
3rd	240	Days of Compensated Service	75%
4th	240	Days of Compensated Service	80%
5th	240	Days of Compensated Service	90%
6th	240	Days of Compensated Service	90%
7th	240	Days of Compensated Service	95%
After	1680	Days of Compensated Service	100%
(Only Applicable to New Hire Mechanics)			

*The night differential rates frozen at the 12/31/84 rate were increased by the 1999-2002 wage increases. 2010-2015 night differential rates remain same as 2002.

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Way Department - Truck Driver

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Electrician - Motor Mechanic (Occ: 7810)	12/16/2010	2%	32.636	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2011	1.5%	33.125	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2011	1.5%	33.622	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2012	1.5%	34.127	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2012	1.5%	34.639	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2013	1.5%	35.158	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2013	1.5%	35.686	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2014	1.5%	36.221	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2014	1.5%	36.764	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2015	1.5%	37.316	1.625	1.544	1.463	1.300	1.219	1.138		
12/16/2015	1.5%	37.875	1.625	1.544	1.463	1.300	1.219	1.138			
Electrician - Motor Mechanic (When Track Car Pilot) (Occ: 7821)	12/16/2010	2%	33.871	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2011	1.5%	34.379	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2011	1.5%	34.895	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2012	1.5%	35.418	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2012	1.5%	35.950	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2013	1.5%	36.489	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2013	1.5%	37.036	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2014	1.5%	37.592	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2014	1.5%	38.156	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2015	1.5%	38.728	1.625	1.544	1.463	1.300	1.219	1.138		
12/16/2015	1.5%	39.309	1.625	1.544	1.463	1.300	1.219	1.138			
Electrician - Truck (Occ: 7810)	12/16/2010	2%	32.310	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	32.794	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	33.286	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	33.785	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	34.292	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	34.807	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	35.329	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	35.859	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	36.396	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	36.942	1.608	1.528	1.447	1.286	1.206	1.126		
12/16/2015	1.5%	37.497	1.608	1.528	1.447	1.286	1.206	1.126			
Electrician - Truck (When Track Car Pilot) (Occ: 7819)	12/16/2010	2%	33.546	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	34.049	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	34.560	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	35.078	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	35.604	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	36.138	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	36.680	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	37.231	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	37.789	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	38.356	1.608	1.528	1.447	1.286	1.206	1.126		
12/16/2015	1.5%	38.931	1.608	1.528	1.447	1.286	1.206	1.126			

International Brotherhood of Electrical Workers

Maintenance of Way Department - Truck Driver

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Lineman - Cable Splicer (Occ: 7911)	12/16/2010	2%	33.900	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2011	1.5%	34.408	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2011	1.5%	34.924	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2012	1.5%	35.448	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2012	1.5%	35.980	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2013	1.5%	36.520	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2013	1.5%	37.067	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2014	1.5%	37.623	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2014	1.5%	38.188	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2015	1.5%	38.761	1.688	1.604	1.519	1.350	1.266	1.182		
12/16/2015	1.5%	39.342	1.688	1.604	1.519	1.350	1.266	1.182			
Lineman - Cable Splicer (When Track Car Pilot) (Occ: 7910)	12/16/2010	2%	35.136	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2011	1.5%	35.663	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2011	1.5%	36.198	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2012	1.5%	36.741	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2012	1.5%	37.292	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2013	1.5%	37.851	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2013	1.5%	38.419	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2014	1.5%	38.995	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2014	1.5%	39.580	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2015	1.5%	40.174	1.688	1.604	1.519	1.350	1.266	1.182		
12/16/2015	1.5%	40.777	1.688	1.604	1.519	1.350	1.266	1.182			
Third Rail Man (Occ: 7980)	12/16/2010	2%	32.584	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2011	1.5%	33.073	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2011	1.5%	33.569	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2012	1.5%	34.072	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2012	1.5%	34.583	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2013	1.5%	35.102	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2013	1.5%	35.629	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2014	1.5%	36.163	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2014	1.5%	36.706	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2015	1.5%	37.256	1.623	1.542	1.461	1.298	1.217	1.136		
12/16/2015	1.5%	37.815	1.623	1.542	1.461	1.298	1.217	1.136			
Third Rail Man - (When Track Car Pilot) (Occ: 7980)	12/16/2010	2%	33.820	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2011	1.5%	34.327	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2011	1.5%	34.842	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2012	1.5%	35.365	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2012	1.5%	35.895	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2013	1.5%	36.434	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2013	1.5%	36.980	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2014	1.5%	37.535	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2014	1.5%	38.098	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2015	1.5%	38.670	1.623	1.542	1.461	1.298	1.217	1.136		
12/16/2015	1.5%	39.250	1.623	1.542	1.461	1.298	1.217	1.136			

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Way Department - Relief Truck Driver

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Electrician - Motor Mechanic (Occ: 7810)	12/16/2010	2%	32.399	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2011	1.5%	32.885	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2011	1.5%	33.379	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2012	1.5%	33.879	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2012	1.5%	34.387	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2013	1.5%	34.903	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2013	1.5%	35.427	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2014	1.5%	35.958	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2014	1.5%	36.498	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2015	1.5%	37.045	1.625	1.544	1.463	1.300	1.219	1.138		
12/16/2015	1.5%	37.601	1.625	1.544	1.463	1.300	1.219	1.138			
Electrician - Motor Mechanic (When Track Car Pilot) (Occ: 7822)	12/16/2010	2%	33.636	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2011	1.5%	34.140	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2011	1.5%	34.652	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2012	1.5%	35.172	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2012	1.5%	35.700	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2013	1.5%	36.235	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2013	1.5%	36.779	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2014	1.5%	37.330	1.625	1.544	1.463	1.300	1.219	1.138		
	12/16/2014	1.5%	37.890	1.625	1.544	1.463	1.300	1.219	1.138		
	6/16/2015	1.5%	38.459	1.625	1.544	1.463	1.300	1.219	1.138		
12/16/2015	1.5%	39.035	1.625	1.544	1.463	1.300	1.219	1.138			
Electrician - Truck (Occ: 7810)	12/16/2010	2%	32.068	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	32.549	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	33.037	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	33.533	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	34.036	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	34.546	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	35.064	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	35.590	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	36.124	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	36.666	1.608	1.528	1.447	1.286	1.206	1.126		
12/16/2015	1.5%	37.216	1.608	1.528	1.447	1.286	1.206	1.126			
Electrician - Truck (When Track Car Pilot) (Occ: 7818)	12/16/2010	2%	33.304	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2011	1.5%	33.804	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2011	1.5%	34.311	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2012	1.5%	34.825	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2012	1.5%	35.348	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2013	1.5%	35.878	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2013	1.5%	36.416	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2014	1.5%	36.962	1.608	1.528	1.447	1.286	1.206	1.126		
	12/16/2014	1.5%	37.517	1.608	1.528	1.447	1.286	1.206	1.126		
	6/16/2015	1.5%	38.079	1.608	1.528	1.447	1.286	1.206	1.126		
12/16/2015	1.5%	38.651	1.608	1.528	1.447	1.286	1.206	1.126			

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Way Department - Relief Truck Driver

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Lineman - Cable Splicer (Occ: 7910)	12/16/2010	2%	33.661	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2011	1.5%	34.166	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2011	1.5%	34.678	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2012	1.5%	35.199	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2012	1.5%	35.727	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2013	1.5%	36.262	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2013	1.5%	36.806	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2014	1.5%	37.359	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2014	1.5%	37.919	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2015	1.5%	38.488	1.688	1.604	1.519	1.350	1.266	1.182		
12/16/2015	1.5%	39.065	1.688	1.604	1.519	1.350	1.266	1.182			
Lineman - Cable Splicer (When Track Car Pilot) (Occ: 7910)	12/16/2010	2%	34.896	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2011	1.5%	35.420	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2011	1.5%	35.951	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2012	1.5%	36.490	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2012	1.5%	37.038	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2013	1.5%	37.593	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2013	1.5%	38.157	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2014	1.5%	38.729	1.688	1.604	1.519	1.350	1.266	1.182		
	12/16/2014	1.5%	39.310	1.688	1.604	1.519	1.350	1.266	1.182		
	6/16/2015	1.5%	39.900	1.688	1.604	1.519	1.350	1.266	1.182		
12/16/2015	1.5%	40.499	1.688	1.604	1.519	1.350	1.266	1.182			
Third Rail Man (Occ: 7980)	12/16/2010	2%	32.346	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2011	1.5%	32.831	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2011	1.5%	33.324	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2012	1.5%	33.824	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2012	1.5%	34.331	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2013	1.5%	34.846	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2013	1.5%	35.369	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2014	1.5%	35.899	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2014	1.5%	36.438	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2015	1.5%	36.984	1.623	1.542	1.461	1.298	1.217	1.136		
12/16/2015	1.5%	37.539	1.623	1.542	1.461	1.298	1.217	1.136			
Third Rail Man - (When Track Car Pilot) (Occ: 7980)	12/16/2010	2%	33.582	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2011	1.5%	34.086	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2011	1.5%	34.598	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2012	1.5%	35.116	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2012	1.5%	35.643	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2013	1.5%	36.178	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2013	1.5%	36.721	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2014	1.5%	37.271	1.623	1.542	1.461	1.298	1.217	1.136		
	12/16/2014	1.5%	37.830	1.623	1.542	1.461	1.298	1.217	1.136		
	6/16/2015	1.5%	38.398	1.623	1.542	1.461	1.298	1.217	1.136		
12/16/2015	1.5%	38.974	1.623	1.542	1.461	1.298	1.217	1.136			

<u>New Hire Wage Progression Mechanic</u>			
<u>Employees Hired Prior to 9/25/2014:</u>			
1st	240	Days of Compensated Service	70%
2nd	240	Days of Compensated Service	75%
3rd	240	Days of Compensated Service	80%
4th	240	Days of Compensated Service	90%
5th	240	Days of Compensated Service	95%
After	1200	Days of Compensated Service	100%
(Only Applicable to New Hire Mechanics)			

<u>New Hire Wage Progression Mechanic</u>			
<u>Employees Hired On or After 9/25/2014:</u>			
1st	240	Days of Compensated Service	70%
2nd	240	Days of Compensated Service	70%
3rd	240	Days of Compensated Service	75%
4th	240	Days of Compensated Service	80%
5th	240	Days of Compensated Service	90%
6th	240	Days of Compensated Service	90%
7th	240	Days of Compensated Service	95%
After	1680	Days of Compensated Service	100%
(Only Applicable to New Hire Mechanics)			

Prior company service counts toward wage progression within craft only.

Union Code: 09

International Brotherhood of Electrical Workers

Maintenance of Way Department - Electric Traction Crane Operators

Title	Year	% Inc.	Rate	Progression For Night Differential *						Notes	
				100%	95%	90%	80%	75%	70%	No.	Eff.
Track Car Pilot Crane Operator (Occ: 7825)	12/16/2010	2%	36.455	1.844	1.752	1.660	1.475	1.383	1.291		
	6/16/2011	1.5%	37.002	1.844	1.752	1.660	1.475	1.383	1.291		
	12/16/2011	1.5%	37.557	1.844	1.752	1.660	1.475	1.383	1.291		
	6/16/2012	1.5%	38.120	1.844	1.752	1.660	1.475	1.383	1.291		
	12/16/2012	1.5%	38.692	1.844	1.752	1.660	1.475	1.383	1.291		
	6/16/2013	1.5%	39.272	1.844	1.752	1.660	1.475	1.383	1.291		
	12/16/2013	1.5%	39.861	1.844	1.752	1.660	1.475	1.383	1.291		
	6/16/2014	1.5%	40.459	1.844	1.752	1.660	1.475	1.383	1.291		
	12/16/2014	1.5%	41.066	1.844	1.752	1.660	1.475	1.383	1.291		
	6/16/2015	1.5%	41.682	1.844	1.752	1.660	1.475	1.383	1.291		
12/16/2015	1.5%	42.307	1.844	1.752	1.660	1.475	1.383	1.291			
Relief Crane Operator (Occ: 7826)	12/16/2010	2%	35.138	1.777	1.688	1.599	1.422	1.333	1.244		
	6/16/2011	1.5%	35.665	1.777	1.688	1.599	1.422	1.333	1.244		
	12/16/2011	1.5%	36.200	1.777	1.688	1.599	1.422	1.333	1.244		
	6/16/2012	1.5%	36.743	1.777	1.688	1.599	1.422	1.333	1.244		
	12/16/2012	1.5%	37.294	1.777	1.688	1.599	1.422	1.333	1.244		
	6/16/2013	1.5%	37.854	1.777	1.688	1.599	1.422	1.333	1.244		
	12/16/2013	1.5%	38.421	1.777	1.688	1.599	1.422	1.333	1.244		
	6/16/2014	1.5%	38.998	1.777	1.688	1.599	1.422	1.333	1.244		
	12/16/2014	1.5%	39.583	1.777	1.688	1.599	1.422	1.333	1.244		
	6/16/2015	1.5%	40.176	1.777	1.688	1.599	1.422	1.333	1.244		
12/16/2015	1.5%	40.779	1.777	1.688	1.599	1.422	1.333	1.244			

2014 Rates commenced 11/5/14. Backpay period 12/16/10-11/4/14.

Notes:

Effective 12/4/2007, Crane Operators and Relief Crane Operators will together have their own vacation roster. Track Car Pilot Crane Operators and Relief Crane Operators will be subject to a "Training Commitment" effective with the commencement of Phase I Training and for a period of 12 months from the date of completion of Phase II Training/Break-In Period. This means the employee is required to remain qualified and in a Track Car Pilot Crane Operator or Relief Crane Operator position for 12 months following the completion of the Phase II Training/Break-In Period.

New Hire Wage Progression Crane Operators			
Employees Hired Prior to 9/25/2014:			
1st	365	Calendar Days	70%
2nd	365	Calendar Days	75%
3rd	365	Calendar Days	80%
4th	365	Calendar Days	90%
5th	365	Calendar Days	95%
After	1825	Calendar Days	100%

New Hire Wage Progression Crane Operators			
Employees Hired On or After 9/25/2014:			
1st	365	Calendar Days	70%
2nd	365	Calendar Days	70%
3rd	365	Calendar Days	75%
4th	365	Calendar Days	80%
5th	365	Calendar Days	90%
6th	365	Calendar Days	90%
7th	365	Calendar Days	95%
After	2,555	Calendar Days	100%

Prior company service counts toward wage progression within craft only.

*The night differential rates frozen at the 12/31/84 rate were increased by the 1999-2002 wage increases. 2010-2015 night differential rates remain same as 2002.