

Wage Rates for CSRA/L&N, NC&ST.L and CRR Trainmen effective 1-1-15

100% Rate of Pay

Through Freight Service (Basic Day 130 Miles)							
	Daily Rate	Pro-Rata Hour	Punitive Min.	Punitive Hour	Punitive Min.	For Miles in Excess of 130	
						(A)	(B)
Conductor							
<u>Basic rate</u>	214.74	26.8425	0.4474	40.2638	0.6711	1.6075	1.7394
<u>1 to 80</u>	215.09	26.8863	0.4481	40.3294	0.6722	1.6110	1.7429
<u>81 to 105</u>	215.74	26.9675	0.4495	40.4513	0.6742	1.6175	1.7494
<u>106 to 125</u>	216.14	27.0175	0.4503	40.5263	0.6754	1.6215	1.7534
<u>126 to 145</u>	216.39	27.0488	0.4508	40.5731	0.6762	1.6240	1.7559
<u>146 to 165</u>	216.49	27.0613	0.4510	40.5919	0.6765	1.6250	1.7569

(*)

Brakeman							
<u>Basic rate</u>	201.47	25.1838	0.4197	37.7756	0.6296	1.5179	1.6314
<u>1 to 80</u>	201.82	25.2275	0.4205	37.8413	0.6307	1.5214	1.6349
<u>81 to 105</u>	202.47	25.3088	0.4218	37.9631	0.6327	1.5279	1.6414
<u>106 to 125</u>	202.87	25.3588	0.4226	38.0381	0.6340	1.5319	1.6454
<u>126 to 145</u>	203.12	25.3900	0.4232	38.0850	0.6348	1.5344	1.6479
<u>146 to 165</u>	203.22	25.4025	0.4234	38.1038	0.6351	1.5354	1.6489

(*) 166 Cars and Over Add 20 cents for each additional block of 20 cars or portion thereof.

(A) Mileage rates for miles run in excess of the number of miles comprising a basic day in Freight Service.

(B) Mileage for Interdivisional/Interseniority District Service established pursuant to Article XII of the January 27, 1972 Agreement, Article IX of the October 31, 1985 or November 1, 1991 Agreements.

Local Freight Service (Basic Day 100 and 130 Miles)							
	Daily Rate	Pro-Rata Hour	Punitive Min.	Punitive Hour	Punitive Min.	For Miles in Excess of	
						100	130
Conductor							
<u>Basic rate</u>	215.30	26.9125	0.4485	40.3688	0.6728	1.6437	1.6122
<u>1 to 80</u>	215.65	26.9563	0.4493	40.4344	0.6739	1.6472	1.6157
<u>81 to 105</u>	216.30	27.0375	0.4506	40.5563	0.6759	1.6537	1.6222
<u>106 to 125</u>	216.70	27.0875	0.4515	40.6313	0.6772	1.6577	1.6262
<u>126 to 145</u>	216.95	27.1188	0.4520	40.6781	0.6780	1.6602	1.6287
<u>146 to 165</u>	217.05	27.1313	0.4522	40.6969	0.6783	1.6612	1.6297

(*)

Brakeman							
<u>Basic rate</u>	201.90	25.2375	0.4206	37.8563	0.6309	1.5525	1.5179
<u>1 to 80</u>	202.25	25.2813	0.4214	37.9219	0.6320	1.5560	1.5214
<u>81 to 105</u>	202.90	25.3625	0.4227	38.0438	0.6341	1.5625	1.5279
<u>106 to 125</u>	203.30	25.4125	0.4235	38.1188	0.6353	1.5665	1.5319
<u>126 to 145</u>	203.55	25.4438	0.4241	38.1656	0.6361	1.5690	1.5344
<u>146 to 165</u>	203.65	25.4563	0.4243	38.1844	0.6364	1.5700	1.5354

(*)

YARD SERVICE

Daily Rate	- Hour	Pro-Rata Min-5	- Min.	- Hour	Punitive Min-5	- Min.	Overmiles
240.66	30.0825	2.5069	0.5014	45.1238	3.7603	0.7521	1.9989
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	240.66	285.78	330.91	376.03	421.16	
	5	244.42	289.54	334.67	379.79	424.92	
	10	248.18	293.30	338.43	383.55	428.68	
	15	251.94	297.06	342.19	387.31	432.44	
	20	255.70	300.83	345.95	391.07	436.20	
FOREMAN	25	259.46	304.59	349.71	394.83	439.96	
	30	263.22	308.35	353.47	398.59	443.72	
	35	266.98	312.11	357.23	402.35	447.48	
	40	270.74	315.87	360.99	406.11	451.24	
	45	274.50	319.63	364.75	409.87	455.00	
	50	278.26	323.39	368.51	413.63	458.76	
	55	282.02	327.15	372.27	417.39	462.52	

Daily Rate	- Hour	Pro-Rata Min-5	- Min.	- Hour	Punitive Min-5	- Min.	Overmiles
230.87	28.8588	2.4049	0.4810	43.2881	3.6073	0.7215	1.9189
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	230.87	274.16	317.45	360.73	404.02	
	5	234.48	277.77	321.05	364.34	407.63	
	10	238.08	281.37	324.66	367.95	411.24	
	15	241.69	284.98	328.27	371.56	414.84	
	20	245.30	288.59	331.88	375.16	418.45	
HELPER	25	248.91	292.19	335.48	378.77	422.06	
	30	252.51	295.80	339.09	382.38	425.67	
	35	256.12	299.41	342.70	385.99	429.27	
	40	259.73	303.02	346.31	389.59	432.88	
	45	263.34	306.62	349.91	393.20	436.49	
	50	266.94	310.23	353.52	396.81	440.10	
	55	270.55	313.84	357.13	400.42	443.70	

	Daily Rate	Pro-rata Hour	Min.	Punitive Hour	Min.
Switchtender	220.68	27.5850	0.4598	41.3775	0.6896
Retarder Operator	245.50	30.6875	0.5115	46.0313	0.7672
Hump Foreman	248.19	31.0238	0.5171	46.5356	0.7756

PASSENGER SERVICE

(Basic Day 195 Miles)

	Daily Rate	Pro-rata Hour	Min.	For Miles In Excess of 195
Conductor	218.70	27.3375	0.4556	1.0900
Brakeman or Flagman	201.78	25.2225	0.4204	1.0100

95% Rate of Pay

- (A) Mileage rates for miles run in excess of the number of miles comprising a basic day in Freight Service.
- (B) Mileage for Interdivisional/Interseniority District Service established pursuant to Article XII of the January 27, 1972 Agreement, Article IX of the October 31, 1985 or November 1, 1991 Agreements.

**Local Freight Service
(Basic Day 100 and 130 Miles)**

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of	
		Hour	Min.	Hour	Min.	100	130
Conductor							
<u>Basic rate</u>	204.56	25.5700	0.4262	38.3550	0.6393	1.5615	1.5316
<u>1 to 80</u>	204.89	25.6116	0.4269	38.4173	0.6403	1.5648	1.5349
<u>81 to 105</u>	205.51	25.6888	0.4281	38.5331	0.6422	1.5710	1.5411
<u>106 to 125</u>	205.89	25.7363	0.4289	38.6044	0.6434	1.5748	1.5449
<u>126 to 145</u>	206.13	25.7659	0.4294	38.6489	0.6441	1.5772	1.5473
<u>146 to 165</u>	206.22	25.7778	0.4296	38.6667	0.6444	1.5781	1.5482

(*)

Brakeman

<u>Basic rate</u>	191.83	23.9788	0.3996	35.9681	0.5995	1.4749	1.4420
<u>1 to 80</u>	192.16	24.0203	0.4003	36.0305	0.6005	1.4782	1.4453
<u>81 to 105</u>	192.78	24.0975	0.4016	36.1463	0.6024	1.4844	1.4515
<u>106 to 125</u>	193.16	24.1450	0.4024	36.2175	0.6036	1.4882	1.4553
<u>126 to 145</u>	193.40	24.1747	0.4029	36.2620	0.6044	1.4906	1.4577
<u>146 to 165</u>	193.49	24.1866	0.4031	36.2798	0.6047	1.4915	1.4586

(*)

**Through Freight Service
(Basic Day 130 Miles)**

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of 130	
		Hour	Min.	Hour	Min.	(A)	(B)
Conductor							
<u>Basic rate</u>	204.00	25.5000	0.4250	38.2500	0.6375	1.5271	1.6524
<u>1 to 80</u>	204.33	25.5416	0.4257	38.3123	0.6385	1.5305	1.6558
<u>81 to 105</u>	204.95	25.6188	0.4270	38.4281	0.6405	1.5366	1.6619
<u>106 to 125</u>	205.33	25.6663	0.4278	38.4994	0.6417	1.5404	1.6657
<u>126 to 145</u>	205.57	25.6959	0.4283	38.5439	0.6424	1.5428	1.6681
<u>146 to 165</u>	205.66	25.7078	0.4285	38.5617	0.6427	1.5438	1.6691

(*)

Brakeman

<u>Basic rate</u>	191.40	23.9250	0.3988	35.8875	0.5981	1.4420	1.5498
<u>1 to 80</u>	191.73	23.9666	0.3994	35.9498	0.5992	1.4453	1.5532
<u>81 to 105</u>	192.35	24.0438	0.4007	36.0656	0.6011	1.4515	1.5593
<u>106 to 125</u>	192.73	24.0913	0.4015	36.1369	0.6023	1.4553	1.5631
<u>126 to 145</u>	192.97	24.1209	0.4020	36.1814	0.6030	1.4577	1.5655
<u>146 to 165</u>	193.06	24.1328	0.4022	36.1992	0.6033	1.4586	1.5665

(*) 166 Cars and Over Add 20 cents for each additional block of 20 cars or or portion thereof.

YARD SERVICE

	Daily	-	Pro-Rata	-	-	Punitive	-	
	Rate	Hour	Min-5	Min.	Hour	Min-5	Min.	Overmiles
	228.63	28.5788	2.3816	0.4763	42.8681	3.5723	0.7145	1.8990
		<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
		0	228.63	271.50	314.37	357.23	400.10	
		5	232.20	275.07	317.94	360.81	403.67	
		10	235.77	278.64	321.51	364.38	407.25	
		15	239.35	282.22	325.08	367.95	410.82	
FOREMAN		20	242.92	285.79	328.66	371.52	414.39	
		25	246.49	289.36	332.23	375.10	417.96	
		30	250.06	292.93	335.80	378.67	421.54	
		35	253.64	296.50	339.37	382.24	425.11	
		40	257.21	300.08	342.95	385.81	428.68	
		45	260.78	303.65	346.52	389.39	432.25	
		50	264.35	307.22	350.09	392.96	435.83	
		55	267.93	310.79	353.66	396.53	439.40	

	Daily	-	Pro-Rata	-	-	Punitive	-	
	Rate	Hour	Min-5	Min.	Hour	Min-5	Min.	Overmiles
	219.33	27.4163	2.2847	0.4569	41.1244	3.4270	0.6854	1.8230
		<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
		0	219.33	260.45	301.58	342.70	383.83	
		5	222.76	263.88	305.01	346.13	387.25	
		10	226.18	267.31	308.43	349.56	390.68	
		15	229.61	270.74	311.86	352.98	394.11	
HELPER		20	233.04	274.16	315.29	356.41	397.54	
		25	236.47	277.59	318.71	359.84	400.96	
		30	239.89	281.02	322.14	363.27	404.39	
		35	243.32	284.44	325.57	366.69	407.82	
		40	246.75	287.87	329.00	370.12	411.24	
		45	250.17	291.30	332.42	373.55	414.67	
		50	253.60	294.72	335.85	376.97	418.10	
		55	257.03	298.15	339.28	380.40	421.52	

	Daily	Pro-rata		Punitive	
	Rate	Hour	Min.	Hour	Min.
Switchtender	209.65	26.2063	0.4368	39.3094	0.6552
Retarder Operator	233.23	29.1538	0.4859	43.7306	0.7288
Hump Foreman	235.78	29.4725	0.4912	44.2088	0.7368

PASSENGER SERVICE

(Basic Day 195 Miles)

	Daily	Pro-rata		For Miles In Excess of 195
	Rate	Hour	Min.	
Conductor	207.77	25.9713	0.4329	1.0355
Brakeman or Flagman	191.69	23.9613	0.3994	0.9595

90% Rate of Pay

**Through Freight Service
(Basic Day 130 Miles)**

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of 130	
		Hour	Min.	Hour	Min.	(A)	(B)
Conductor							
<u>Basic rate</u>	193.27	24.1588	0.4026	36.2381	0.6040	1.4468	1.5655
<u>1 to 80</u>	193.59	24.1981	0.4033	36.2972	0.6050	1.4499	1.5686
<u>81 to 105</u>	194.17	24.2713	0.4045	36.4069	0.6068	1.4558	1.5745
<u>106 to 125</u>	194.53	24.3163	0.4053	36.4744	0.6079	1.4594	1.5781
<u>126 to 145</u>	194.76	24.3444	0.4057	36.5166	0.6086	1.4616	1.5803
<u>146 to 165</u>	194.85	24.3556	0.4059	36.5334	0.6089	1.4625	1.5812

(*)

Brakeman

<u>Basic rate</u>	181.32	22.6650	0.3778	33.9975	0.5666	1.3661	1.4683
<u>1 to 80</u>	181.64	22.7044	0.3784	34.0566	0.5676	1.3693	1.4714
<u>81 to 105</u>	182.22	22.7775	0.3796	34.1663	0.5694	1.3751	1.4773
<u>106 to 125</u>	182.58	22.8225	0.3804	34.2338	0.5706	1.3787	1.4809
<u>126 to 145</u>	182.81	22.8506	0.3808	34.2759	0.5713	1.3810	1.4831
<u>146 to 165</u>	182.90	22.8619	0.3810	34.2928	0.5715	1.3819	1.4840

(*) 166 Cars and Over Add 20 cents for each additional block of 20 cars or or portion thereof.

(A) Mileage rates for miles run in excess of the number of miles comprising a basic day in Freight Service.

(B) Mileage for Interdivisional/InterseniORITY District Service established pursuant to Article XII of the January 27, 1972 Agreement, Article IX of the October 31, 1985 or November 1, 1991 Agreements.

**Local Freight Service
(Basic Day 100 and 130 Miles)**

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of	
		Hour	Min.	Hour	Min.	100	130
Conductor							
<u>Basic rate</u>	193.83	24.2288	0.4038	36.3431	0.6057	1.4793	1.4510
<u>1 to 80</u>	194.15	24.2681	0.4045	36.4022	0.6067	1.4825	1.4541
<u>81 to 105</u>	194.73	24.3413	0.4057	36.5119	0.6085	1.4883	1.4600
<u>106 to 125</u>	195.09	24.3863	0.4064	36.5794	0.6097	1.4919	1.4636
<u>126 to 145</u>	195.32	24.4144	0.4069	36.6216	0.6104	1.4942	1.4658
<u>146 to 165</u>	195.41	24.4256	0.4071	36.6384	0.6106	1.4951	1.4667

(*)

Brakeman

<u>Basic rate</u>	181.75	22.7188	0.3786	34.0781	0.5680	1.3973	1.3661
<u>1 to 80</u>	182.07	22.7581	0.3793	34.1372	0.5690	1.4004	1.3693
<u>81 to 105</u>	182.65	22.8313	0.3805	34.2469	0.5708	1.4063	1.3751
<u>106 to 125</u>	183.01	22.8763	0.3813	34.3144	0.5719	1.4099	1.3787
<u>126 to 145</u>	183.24	22.9044	0.3817	34.3566	0.5726	1.4121	1.3810
<u>146 to 165</u>	183.33	22.9156	0.3819	34.3734	0.5729	1.4130	1.3819

(*)

YARD SERVICE

Daily Rate	- Hour	Pro-Rata Min-5	- Min.	- Hour	Punitive Min-5	- Min.	Overmiles
216.59	27.0738	2.2561	0.4512	40.6106	3.3842	0.6768	1.7990
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	216.59	257.20	297.81	338.42	379.03	
	5	219.97	260.58	301.20	341.81	382.42	
	10	223.36	263.97	304.58	345.19	385.80	
	15	226.74	267.35	307.96	348.57	389.19	
FOREMAN	20	230.13	270.74	311.35	351.96	392.57	
	25	233.51	274.12	314.73	355.34	395.95	
	30	236.90	277.51	318.12	358.73	399.34	
	35	240.28	280.89	321.50	362.11	402.72	
	40	243.66	284.27	324.89	365.50	406.11	
	45	247.05	287.66	328.27	368.88	409.49	
	50	250.43	291.04	331.65	372.26	412.87	
	55	253.82	294.43	335.04	375.65	416.26	

Daily Rate	- Hour	Pro-Rata Min-5	- Min.	- Hour	Punitive Min-5	- Min.	Overmiles
207.78	25.9725	2.1644	0.4329	38.9588	3.2466	0.6493	1.7270
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	207.78	246.74	285.70	324.66	363.62	
	5	211.03	249.99	288.94	327.90	366.86	
	10	214.27	253.23	292.19	331.15	370.11	
	15	217.52	256.48	295.44	334.40	373.35	
	20	220.77	259.73	298.68	337.64	376.60	
HELPER	25	224.01	262.97	301.93	340.89	379.85	
	30	227.26	266.22	305.18	344.14	383.09	
	35	230.51	269.46	308.42	347.38	386.34	
	40	233.75	272.71	311.67	350.63	389.59	
	45	237.00	275.96	314.92	353.88	392.83	
	50	240.25	279.20	318.16	357.12	396.08	
	55	243.49	282.45	321.41	360.37	399.33	

	Daily Rate	Pro-rata Hour	Min.	Punitive Hour	Min.
Switchtender	198.61	24.8263	0.4138	37.2394	0.6207
Retarder Operator	220.95	27.6188	0.4603	41.4281	0.6905
Hump Foreman	223.37	27.9213	0.4654	41.8819	0.6980

PASSENGER SERVICE

(Basic Day 195 Miles)

	Daily Rate	Pro-rata Hour	Min.	For Miles In Excess of 195
Conductor	196.83	24.6038	0.4101	0.9810
Brakeman or Flagman	181.60	22.7000	0.3783	0.9090

85% Rate of Pay

- (A) Mileage rates for miles run in excess of the number of miles comprising a basic day in Freight Service.
- (B) Mileage for Interdivisional/Interseniarity District Service established pursuant to Article XII of the January 27, 1972 Agreement, Article IX of the October 31, 1985 or November 1, 1991 Agreements.

Local Freight Service (Basic Day 100 and 130 Miles)

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of	
		Hour	Min.	Hour	Min.	100	130
Conductor							
<u>Basic rate</u>	183.09	22.8863	0.3814	34.3294	0.5722	1.3971	1.3704
<u>1 to 80</u>	183.39	22.9234	0.3821	34.3852	0.5731	1.4001	1.3733
<u>81 to 105</u>	183.94	22.9925	0.3832	34.4888	0.5748	1.4056	1.3789
<u>106 to 125</u>	184.28	23.0350	0.3839	34.5525	0.5759	1.4090	1.3823
<u>126 to 145</u>	184.49	23.0616	0.3844	34.5923	0.5765	1.4112	1.3844
<u>146 to 165</u>	184.58	23.0722	0.3845	34.6083	0.5768	1.4120	1.3852
(*)							
Brakeman							
<u>Basic rate</u>	171.68	21.4600	0.3577	32.1900	0.5365	1.3196	1.2902
<u>1 to 80</u>	171.98	21.4972	0.3583	32.2458	0.5374	1.3226	1.2932
<u>81 to 105</u>	172.53	21.5663	0.3594	32.3494	0.5392	1.3281	1.2987
<u>106 to 125</u>	172.87	21.6088	0.3601	32.4131	0.5402	1.3315	1.3021
<u>126 to 145</u>	173.08	21.6353	0.3606	32.4530	0.5409	1.3337	1.3042
<u>146 to 165</u>	173.17	21.6459	0.3608	32.4689	0.5411	1.3345	1.3051
(*)							

Through Freight Service (Basic Day 130 Miles)

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of 130	
		Hour	Min.	Hour	Min.	(A)	(B)
Conductor							
<u>Basic rate</u>	182.53	22.8163	0.3803	34.2244	0.5704	1.3664	1.4785
<u>1 to 80</u>	182.83	22.8534	0.3809	34.2802	0.5713	1.3694	1.4815
<u>81 to 105</u>	183.38	22.9225	0.3820	34.3838	0.5731	1.3749	1.4870
<u>106 to 125</u>	183.72	22.9650	0.3828	34.4475	0.5741	1.3783	1.4904
<u>126 to 145</u>	183.93	22.9916	0.3832	34.4873	0.5748	1.3804	1.4925
<u>146 to 165</u>	184.02	23.0022	0.3834	34.5033	0.5751	1.3813	1.4934
(*)							
Brakeman							
<u>Basic rate</u>	171.25	21.4063	0.3568	32.1094	0.5352	1.2902	1.3867
<u>1 to 80</u>	171.55	21.4434	0.3574	32.1652	0.5361	1.2932	1.3897
<u>81 to 105</u>	172.10	21.5125	0.3585	32.2688	0.5378	1.2987	1.3952
<u>106 to 125</u>	172.44	21.5550	0.3593	32.3325	0.5389	1.3021	1.3986
<u>126 to 145</u>	172.65	21.5816	0.3597	32.3723	0.5395	1.3042	1.4007
<u>146 to 165</u>	172.74	21.5922	0.3599	32.3883	0.5398	1.3051	1.4016

(*) 166 Cars and Over Add 20 cents for each additional block of 20 cars or portion thereof.

YARD SERVICE

Daily Rate	Hour	Pro-Rata Min-5	Min.	Hour	Punitive Min-5	Min.	Overmiles
204.56	25.5700	2.1308	0.4262	38.3550	3.1963	0.6393	1.6991
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	204.56	242.92	281.27	319.63	357.98	
	5	207.76	246.11	284.47	322.82	361.18	
	10	210.95	249.31	287.66	326.02	364.37	
	15	214.15	252.50	290.86	329.21	367.57	
	20	217.35	255.70	294.06	332.41	370.77	
FOREMAN	25	220.54	258.90	297.25	335.61	373.96	
	30	223.74	262.09	300.45	338.80	377.16	
	35	226.93	265.29	303.64	342.00	380.35	
	40	230.13	268.49	306.84	345.20	383.55	
	45	233.33	271.68	310.04	348.39	386.75	
	50	236.52	274.88	313.23	351.59	389.94	
	55	239.72	278.07	316.43	354.78	393.14	

Daily Rate	Hour	Pro-Rata Min-5	Min.	Hour	Punitive Min-5	Min.	Overmiles
196.24	24.5300	2.0442	0.4088	36.7950	3.0663	0.6133	1.6311
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	196.24	233.04	269.83	306.63	343.42	
	5	199.31	236.10	272.90	309.69	346.49	
	10	202.37	239.17	275.96	312.76	349.55	
	15	205.44	242.23	279.03	315.82	352.62	
	20	208.51	245.30	282.10	318.89	355.69	
HELPER	25	211.57	248.37	285.16	321.96	358.75	
	30	214.64	251.43	288.23	325.02	361.82	
	35	217.70	254.50	291.29	328.09	364.88	
	40	220.77	257.57	294.36	331.16	367.95	
	45	223.84	260.63	297.43	334.22	371.02	
	50	226.90	263.70	300.49	337.29	374.08	
	55	229.97	266.76	303.56	340.35	377.15	

	Daily Rate	Pro-rata Hour	Min.	Punitive Hour	Min.
Switchtender	187.58	23.4475	0.3908	35.1713	0.5862
Retarder Operator	208.68	26.0850	0.4348	39.1275	0.6521
Hump Foreman	210.96	26.3700	0.4395	39.5550	0.6593

PASSENGER SERVICE

(Basic Day 195 Miles)

	Daily Rate	Pro-rata Hour	Min.	For Miles In Excess of 195
Conductor	185.90	23.2375	0.3873	0.9265
Brakeman or Flagman	171.51	21.4388	0.3573	0.8585

80% Rate of Pay

- (A) Mileage rates for miles run in excess of the number of miles comprising a basic day in Freight Service.
- (B) Mileage for Interdivisional/Interseniority District Service established pursuant to Article XII of the January 27, 1972 Agreement, Article IX of the October 31, 1985 or November 1, 1991 Agreements.

Local Freight Service (Basic Day 100 and 130 Miles)

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of	
		Hour	Min.	Hour	Min.	100	130
Conductor							
<u>Basic rate</u>	172.35	21.5438	0.3591	32.3156	0.5386	1.3150	1.2898
<u>1 to 80</u>	172.63	21.5788	0.3596	32.3681	0.5395	1.3178	1.2926
<u>81 to 105</u>	173.15	21.6438	0.3607	32.4656	0.5411	1.3230	1.2978
<u>106 to 125</u>	173.47	21.6838	0.3614	32.5256	0.5421	1.3262	1.3010
<u>126 to 145</u>	173.67	21.7088	0.3618	32.5631	0.5427	1.3282	1.3030
<u>146 to 165</u>	173.75	21.7188	0.3620	32.5781	0.5430	1.3290	1.3038
(*)							
Brakeman							
<u>Basic rate</u>	161.61	20.2013	0.3367	30.3019	0.5050	1.2420	1.2143
<u>1 to 80</u>	161.89	20.2363	0.3373	30.3544	0.5059	1.2448	1.2171
<u>81 to 105</u>	162.41	20.3013	0.3384	30.4519	0.5075	1.2500	1.2223
<u>106 to 125</u>	162.73	20.3413	0.3390	30.5119	0.5085	1.2532	1.2255
<u>126 to 145</u>	162.93	20.3663	0.3394	30.5494	0.5092	1.2552	1.2275
<u>146 to 165</u>	163.01	20.3763	0.3396	30.5644	0.5094	1.2560	1.2283
(*)							

Through Freight Service (Basic Day 130 Miles)

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of 130	
		Hour	Min.	Hour	Min.	(A)	(B)
Conductor							
<u>Basic rate</u>	171.79	21.4738	0.3579	32.2106	0.5368	1.2860	1.3915
<u>1 to 80</u>	172.07	21.5088	0.3585	32.2631	0.5377	1.2888	1.3943
<u>81 to 105</u>	172.59	21.5738	0.3596	32.3606	0.5393	1.2940	1.3995
<u>106 to 125</u>	172.91	21.6138	0.3602	32.4206	0.5403	1.2972	1.4027
<u>126 to 145</u>	173.11	21.6388	0.3606	32.4581	0.5410	1.2992	1.4047
<u>146 to 165</u>	173.19	21.6488	0.3608	32.4731	0.5412	1.3000	1.4055
(*)							
Brakeman							
<u>Basic rate</u>	161.18	20.1475	0.3358	30.2213	0.5037	1.2143	1.3051
<u>1 to 80</u>	161.46	20.1825	0.3364	30.2738	0.5046	1.2171	1.3079
<u>81 to 105</u>	161.98	20.2475	0.3375	30.3713	0.5062	1.2223	1.3131
<u>106 to 125</u>	162.30	20.2875	0.3381	30.4313	0.5072	1.2255	1.3163
<u>126 to 145</u>	162.50	20.3125	0.3385	30.4688	0.5078	1.2275	1.3183
<u>146 to 165</u>	162.58	20.3225	0.3387	30.4838	0.5081	1.2283	1.3191

(*) 166 Cars and Over Add 20 cents for each additional block of 20 cars or or portion thereof.

YARD SERVICE

Daily Rate	-	Pro-Rata	-	-	Punitive	-	
192.53	Hour 24.0663	Min-5 2.0055	Min. 0.4011	Hour 36.0994	Min-5 3.0083	Min. 0.6017	Overmiles 1.5991
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	192.53	228.63	264.73	300.83	336.93	
	5	195.54	231.64	267.74	303.84	339.94	
	10	198.55	234.65	270.75	306.84	342.94	
	15	201.55	237.65	273.75	309.85	345.95	
	20	204.56	240.66	276.76	312.86	348.96	
FOREMAN	25	207.57	243.67	279.77	315.87	351.97	
	30	210.58	246.68	282.78	318.88	354.98	
	35	213.59	249.69	285.79	321.89	357.99	
	40	216.60	252.70	288.80	324.89	360.99	
	45	219.60	255.70	291.80	327.90	364.00	
	50	222.61	258.71	294.81	330.91	367.01	
	55	225.62	261.72	297.82	333.92	370.02	

Daily Rate	-	Pro-Rata	-	-	Punitive	-	
184.70	Hour 23.0875	Min-5 1.9240	Min. 0.3848	Hour 34.6313	Min-5 2.8859	Min. 0.5772	Overmiles 1.5351
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	184.70	219.33	253.96	288.59	323.23	
	5	187.59	222.22	256.85	291.48	326.11	
	10	190.47	225.10	259.73	294.37	329.00	
	15	193.36	227.99	262.62	297.25	331.88	
	20	196.24	230.88	265.51	300.14	334.77	
HELPER	25	199.13	233.76	268.39	303.02	337.65	
	30	202.02	236.65	271.28	305.91	340.54	
	35	204.90	239.53	274.16	308.80	343.43	
	40	207.79	242.42	277.05	311.68	346.31	
	45	210.67	245.30	279.94	314.57	349.20	
	50	213.56	248.19	282.82	317.45	352.08	
	55	216.45	251.08	285.71	320.34	354.97	

	Daily Rate	Pro-rata Hour	Min.	Punitive Hour	Min.
Switchtender	176.54	22.0675	0.3678	33.1013	0.5517
Retarder Operator	196.40	24.5500	0.4092	36.8250	0.6138
Hump Foreman	198.55	24.8188	0.4136	37.2281	0.6205

PASSENGER SERVICE

(Basic Day 195 Miles)

	Daily Rate	Pro-rata Hour	Min.	For Miles In Excess of 195
Conductor	174.96	21.8700	0.3645	0.8720
Brakeman or Flagman	161.42	20.1775	0.3363	0.8080

L&N CSRA Yard Pay Rates (as of 1-1-15)

5 Day (8hr – OT after 8)

Basic Day Foreman Rate 100%	\$240.66 x 5 = \$1203.30 (\$30.08 per hour)
FO Overtime Rate (Hour) 100%	\$45.12 per hour
Basic Day Switchman Rate 100%	\$230.87 X 5 = \$1154.35 (\$28.86 per hour)
SW Overtime Rate (Hour) 100%	\$43.29 per hour

4 Day (10hr – OT after 10)

Basic Day Foreman Rate	\$300.08 x 4 = \$1200.32
FO Overtime Rate (Hour)	\$45.12 per Hour
Basic Day Switchman Rate	\$288.60 X 4 = \$1154.40
SW Overtime Rate (Hour)	\$43.29 per hour

3 Day (12hr – OT after 12)

Basic Day Foreman Rate	\$400.17 x 3 = \$1200.50
FO Overtime Rate (Hour)	\$45.12 per hour
Basic Day Switchman Rate	\$383.86 x 3 = \$1151.59
SW Overtime Rate (Hour)	\$43.29 per hour

****ADD ONS****

Side Letter 4 Allotment

Foreman	\$2.24
Switchman	\$2.24
Conductor Cert	\$5.00

46 Minute Allotment

Foreman	\$23.01
Switchman	\$22.07

****SWXB****

PRE 85 Employees	\$2708.48 Bi-Weekly (EXBD Pays at 100% advertised)
POST 85 Employees	\$2031.16 Bi-Weekly (Only due 75% of the pre 85 rate)