

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES

RATES OF PAY - Effective July 1, 2009

Former Burlington Northern

OCCUPATION

TRACK SUB-DEPARTMENT

ROSTER 1

Rank A

	<u>JUL '08</u>	<u>JUL '09</u>
CROPPING CREW FOREMAN	\$23.06	\$24.10
EXTRA/MAINTENANCE GANG FOREMAN (25 MEN OR MORE)	\$24.26	\$25.35
Outfit cars		
EXTRA/MAINTENANCE GANG FOREMAN (FIXED HQ)	\$23.06	\$24.10
EXTRA/MAINTENANCE GANG FOREMAN (UNDER 25 MEN)	\$23.69	\$24.76
Outfit cars		
GENERAL SECTION FOREMAN	\$23.37	\$24.42
GROUTING CREW FOREMAN	\$23.06	\$24.10
SECTION FOREMAN	\$23.06	\$24.10
SECTION FOREMAN (HUMPYARD)	\$23.37	\$24.42
TRACK INSPECTOR	\$23.28	\$24.33

Rank B

	<u>JUL '08</u>	<u>JUL '09</u>
ASSISTANT FOREMAN	\$22.70	\$23.72

Rank C

	<u>JUL '08</u>	<u>JUL '09</u>
CAR CLEANER	\$20.43	\$21.35
EXTRA GANG MAN	\$20.40	\$21.32
FENCE AND TILE GANG LABORER	\$20.43	\$21.35
FIRE PATROLMAN	\$20.43	\$21.35

Monday, June 29, 2009

TRACK SUB-DEPARTMENT

	<u>JUL '08</u>	<u>JUL '09</u>
LAMPMAN	\$20.43	\$21.35
SECTIONMAN	\$20.43	\$21.35
STOCK YARD LABORER	\$20.43	\$21.35
TRACK PATROLMAN	\$20.43	\$21.35
TRACK WATCHMAN	\$20.43	\$21.35
TUNNEL WATCHMAN	\$20.43	\$21.35
YARD CLEANER	\$20.43	\$21.35

FORMER CB&Q

	<u>JUL '08</u>	<u>JUL '09</u>
CROSSING FLAGMAN, CHICAGO IL	\$20.42	\$21.34
CROSSING FLAGMAN, KANSAS CITY MO	\$20.16	\$21.07
CROSSING FLAGMAN, ST JOSEPH MO	\$20.16	\$21.07
CROSSING GATEMAN, CHICAGO IL	\$20.42	\$21.34
CROSSING GATEMAN, KANSAS CITY MO	\$20.16	\$21.07
CROSSING GATEMAN, ST JOSEPH MO	\$20.16	\$21.07
CROSSING WATCHMAN, CHICAGO IL	\$20.42	\$21.34
CROSSING WATCHMAN, KANSAS CITY MO	\$20.16	\$21.07
CROSSING WATCHMAN, ST JOSEPH MO	\$20.16	\$21.07

FORMER GN

	<u>JUL '08</u>	<u>JUL '09</u>
CROSSING FLAGMAN, MPLS MN	\$20.16	\$21.07
CROSSING FLAGMAN, SEATTLE WA	\$20.35	\$21.27
CROSSING FLAGMAN, SPOKANE WA	\$20.35	\$21.27
CROSSING FLAGMAN, WENATCHEE WA	\$20.35	\$21.27
CROSSING GATEMAN, MPLS MN	\$20.16	\$21.07
CROSSING GATEMAN, SEATTLE WA	\$20.35	\$21.27

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TRACK SUB-DEPARTMENT**FORMER GN**

	<u>JUL '08</u>	<u>JUL '09</u>
CROSSING GATEMAN, SPOKANE WA	\$20.35	\$21.27
CROSSING GATEMAN, WENATCHEE WA	\$20.35	\$21.27
CROSSING WATCHMAN, MPLS MN	\$20.16	\$21.07
CROSSING WATCHMAN, SEATTLE WA	\$20.35	\$21.27
CROSSING WATCHMAN, SPOKANE WA	\$20.35	\$21.27
CROSSING WATCHMAN, WENATCHEE WA	\$20.35	\$21.27

FORMER NP

	<u>JUL '08</u>	<u>JUL '09</u>
CROSSING FLAGMAN, CHEHALIS WA	\$20.16	\$21.07
CROSSING FLAGMAN, DULUTH MN	\$20.16	\$21.07
CROSSING FLAGMAN, JAMESTOWN ND	\$20.16	\$21.07
CROSSING FLAGMAN, MPLS MN	\$20.16	\$21.07
CROSSING FLAGMAN, PUYALLUP WA	\$20.25	\$21.16
CROSSING FLAGMAN, SEATTLE WA	\$20.25	\$21.16
CROSSING FLAGMAN, SPOKANE WA	\$20.27	\$21.18
CROSSING FLAGMAN, TACOMA WA	\$20.25	\$21.16
CROSSING FLAGMAN, YAKIMA WA	\$20.25	\$21.16
CROSSING GATEMAN, CHEHALIS WA	\$20.42	\$21.34
CROSSING GATEMAN, DULUTH MN	\$20.16	\$21.07
CROSSING GATEMAN, JAMESTOWN ND	\$20.16	\$21.07
CROSSING GATEMAN, MPLS MN	\$20.16	\$21.07
CROSSING GATEMAN, PUYALLUP WA	\$20.25	\$21.16
CROSSING GATEMAN, SEATTLE WA	\$20.25	\$21.16
CROSSING GATEMAN, SPOKANE WA	\$20.27	\$21.18
CROSSING GATEMAN, TACOMA WA	\$20.25	\$21.16

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TRACK SUB-DEPARTMENT

FORMER NP

	<u>JUL '08</u>	<u>JUL '09</u>
CROSSING GATEMAN, YAKIMA WA	\$20.25	\$21.16
CROSSING WATCHMAN, CHEHALIS WA	\$20.22	\$21.13
CROSSING WATCHMAN, DULUTH MN	\$20.16	\$21.07
CROSSING WATCHMAN, JAMESTOWN ND	\$20.16	\$21.07
CROSSING WATCHMAN, MPLS MN	\$20.16	\$21.07
CROSSING WATCHMAN, PUYALLUP WA	\$20.25	\$21.16
CROSSING WATCHMAN, SEATTLE WA	\$20.25	\$21.16
CROSSING WATCHMAN, SPOKANE WA	\$20.27	\$21.18
CROSSING WATCHMAN, TACOMA WA	\$20.25	\$21.16
CROSSING WATCHMAN, YAKIMA WA	\$20.25	\$21.16
TRACK LUBRICATOR	\$20.68	\$21.61

FORMER SP&S

	<u>JUL '08</u>	<u>JUL '09</u>
CROSSING FLAGMAN, PORTLAND OR	\$20.57	\$21.50
CROSSING GATEMAN, PORTLAND OR	\$20.57	\$21.50
CROSSING WATCHMAN, PORTLAND OR	\$20.57	\$21.50
TRACK LUBRICATOR	\$20.74	\$21.67

ROSTER 2

	<u>JUL '08</u>	<u>JUL '09</u>
TRUCK DRIVER (16000 GW & OVER)	\$21.59	\$22.56
TRUCK DRIVER (GRAPPLE TRUCK)	\$22.29	\$23.29
Including Swivel Box Dump Trucks Equipped with Grapple		
TRUCK DRIVER (UNDER 16000 GW)	\$21.18	\$22.13

ROSTER 3

	<u>JUL '08</u>	<u>JUL '09</u>
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Monday, June 29, 2009

TRACK SUB-DEPARTMENT

	<u>JUL '08</u>	<u>JUL '09</u>
GROUP 5 MACHINES	\$21.85	\$22.83

ROSTER 4

	<u>JUL '08</u>	<u>JUL '09</u>
TRACK MAINTAINER	\$22.70	\$23.72

MACHINE DEPARTMENT

	<u>JUL '08</u>	<u>JUL '09</u>
GROUP 1 MACHINES	\$23.00	\$24.04
GROUP 2 MACHINE OPERATOR (BRANDT ROADRAILER) Rate equalized thru 2011 work season pursuant to July 2007 MDZ letter of understanding	\$23.18	\$24.22
GROUP 2 MACHINE OPERATOR (BULLDOZER)	\$23.18	\$24.22
GROUP 2 MACHINE OPERATOR (FRONT END CRAWLER LOADER - TRACKED W/BUCKET-BLADE Machines x24-00232, 00243, 00254, 00265, 00266, 00267, 00285, 00350)	\$23.18	\$24.22
GROUP 2 MACHINE OPERATOR (GRADER)	\$23.18	\$24.22
GROUP 2 MACHINE OPERATOR (SCRAPER)	\$23.18	\$24.22
GROUP 2 MACHINE OPERATOR (YARD CLEANER)	\$23.18	\$24.22
GROUP 2 MACHINES	\$22.66	\$23.68
GROUP 3 MACHINE (BALLAST REGULATOR)	\$22.29	\$23.29
GROUP 3 MACHINE (SCRAP PICKUP CRANE HANDLING SCRAP STEEL SUCH AS JOHN DEERE)	\$22.46	\$23.47
GROUP 3 MACHINE (STABILIZER W/DOUBLE BROOM ATTACHMENT)	\$22.46	\$23.47
GROUP 3 MACHINE (THS 2000) Elevator, Inserter, Relief	\$23.41	\$24.46
GROUP 3 MACHINES	\$22.22	\$23.22
GROUP 4 MACHINES	\$21.66	\$22.63

MISCELLANEOUS MACHINE DEPARTMENT

Monday, June 29, 2009

MISCELLANEOUS MACHINE DEPARTMENT

FORMER CB&Q	<u>JUL '08</u>	<u>JUL '09</u>
AUTO SPIKER HELPER	\$20.44	\$21.36
BALLAST DRAINAGE HELPER	\$20.54	\$21.46
BALLAST REGULATOR HELPER	\$20.54	\$21.46
BRUSH CUTTER HELPER	\$20.54	\$21.46
CLAMSHELL HELPER	\$20.54	\$21.46
CRIBEX HELPER	\$20.44	\$21.36
DITCHER HELPER	\$20.54	\$21.46
DRAGLINE HELPER	\$20.44	\$21.36
SCREENEX AND BALLASTEX HELPER	\$20.44	\$21.36
WELD BURNER HELPER	\$20.44	\$21.36

FORMER GN	<u>JUL '08</u>	<u>JUL '09</u>
FIREMAN	\$21.05	\$22.00

FORMER SP&S	<u>JUL '08</u>	<u>JUL '09</u>
CRANE HELPER	\$20.85	\$21.79
MACHINE HELPER	\$20.43	\$21.35
TRACK LABORER	\$20.72	\$21.65

When used to operate small individual air-driven
Tamping hammer and Compressor

WELDING SUB-DEPARTMENT

ROSTER 1

Rank A

	<u>JUL '08</u>	<u>JUL '09</u>
HEAD WELDER	\$22.96	\$23.99
HEAD WELDER (IN FROG SHOP)	\$23.26	\$24.31
WELDING FOREMAN	\$23.95	\$25.03

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WELDING SUB-DEPARTMENT

	<u>JUL '08</u>	<u>JUL '09</u>
WELDING FOREMAN (IN FROG SHOP)	\$24.26	\$25.35
<u>Rank B</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
FROG WELDER	\$22.77	\$23.79
FROG WELDER (IN FROG SHOP)	\$23.07	\$24.11
WELDER	\$22.77	\$23.79
<u>Rank C</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
GRINDER	\$21.66	\$22.63
<u>Rank D</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
WELDER HELPER	\$20.68	\$21.61

ROSTER 2

<u>Rank A</u>	<u>JUL '08</u>	<u>JUL '09</u>
	<u>JUL '08</u>	<u>JUL '09</u>
FOREMAN - CONT. RAIL WELDING PLANT	\$23.95	\$25.03
<u>Rank B</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
WELDER - CONT. RAIL WELDING PLANT	\$22.41	\$23.42
<u>Rank C</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
GRINDER - CONT. RAIL WELDING PLANT	\$21.66	\$22.63
<u>Rank D</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
HELPER - CONT. RAIL WELDING PLANT	\$20.68	\$21.61
LABORER - CONT. RAIL WELDING PLANT	\$20.43	\$21.35

ROADWAY EQUIPMENT REPAIR SHOP SUB-DEPARTMENT

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ROADWAY EQUIPMENT REPAIR SHOP SUB-DEPARTMENT

Rank A

	<u>JUL '08</u>	<u>JUL '09</u>
WELDER	\$22.85	\$23.88

Rank B

	<u>JUL '08</u>	<u>JUL '09</u>
TRAVELING EQUIPMENT MAINTAINER	\$23.82	\$24.89

Rank C

	<u>JUL '08</u>	<u>JUL '09</u>
EQUIPMENT MAINTAINER	\$22.27	\$23.27

Rank D

	<u>JUL '08</u>	<u>JUL '09</u>
HELPER	\$21.14	\$22.09

MISCELLANEOUS

	<u>JUL '08</u>	<u>JUL '09</u>
COOKS, APPENDIX E (20 MEN AND OVER)	\$21.20	\$22.15
COOKS, APPENDIX E (LESS THAN 20 MEN)	\$20.74	\$21.67
JACK HAMMER OPERATOR	\$21.66	\$22.63
ROCK AIR DRILL OPERATOR	\$21.66	\$22.63

BRIDGE & BUILDING SUB-DEPARTMENT

ROSTER 1

Rank A

	<u>JUL '08</u>	<u>JUL '09</u>
B&B FOREMAN	\$24.00	\$25.08
B&B FOREMAN (ALLOUEZ DOCK) Crew of 35 men or more	\$24.29	\$25.38
B&B INSPECTOR	\$24.00	\$25.08
B&B PAINTER FOREMAN	\$24.00	\$25.08

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BRIDGE & BUILDING SUB-DEPARTMENT

	<u>JUL '08</u>	<u>JUL '09</u>
B&B TUNNEL FOREMAN (26 OR MORE CONT. DAYS WORK)	\$24.95	\$26.07
<u>Rank B</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
ASSISTANT B&B FOREMAN	\$23.19	\$24.23
ASSISTANT B&B FOREMAN (ALLOUEZ DOCK) Crew of 35 men or more	\$23.25	\$24.30
ASSISTANT B&B PAINTER FOREMAN	\$23.19	\$24.23
<u>Rank C</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
B&B CARPENTER OR MECHANIC (1ST CLASS)	\$21.94	\$22.93
B&B PAINTER (1ST CLASS)	\$21.79	\$22.77
SHOP CARPENTER	\$22.09	\$23.08
TINNER	\$22.19	\$23.19
<u>Rank D</u>		
	<u>JUL '08</u>	<u>JUL '09</u>
B&B CARPENTER OR MECHANIC (2ND CLASS)	\$21.59	\$22.56
B&B PAINTER (2ND CLASS)	\$21.59	\$22.56
FORMER AS&B	<u>JUL '08</u>	<u>JUL '09</u>
DRAWBRIDGE TENDER KANSAS CITY (OTHER)	\$22.27	\$23.27
DRAWBRIDGE TENDER KANSAS CITY 1ST SHIFT	\$22.27	\$23.27
FORMER CB&Q	<u>JUL '08</u>	<u>JUL '09</u>
DRAWBRIDGE TENDER BURLINGTON BR 204.66 (OTHER)	\$22.27	\$23.27
DRAWBRIDGE TENDER BURLINGTON BR 204.66 1ST SHIFT	\$22.27	\$23.27
DRAWBRIDGE TENDER KANSAS CITY C224.89	\$22.27	\$23.27

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BRIDGE & BUILDING SUB-DEPARTMENT

FORMER CB&Q

	<u>JUL '08</u>	<u>JUL '09</u>
DRAWBRIDGE TENDER KANSAS CITY C224.89 1ST SHIFT	\$22.27	\$23.27
DRAWBRIDGE TENDER OTTAWA BR 81.45	\$22.27	\$23.27
DRAWBRIDGE TENDER PRESCOTT BR 407.72	\$22.27	\$23.27
DRAWBRIDGE TENDER WINONA MN	\$22.27	\$23.27

FORMER GN

	<u>JUL '08</u>	<u>JUL '09</u>
DRAWBRIDGE TENDER LACONNOR BR 12-A	\$22.27	\$23.27
DRAWBRIDGE TENDER MARYSVILLE BR 12.00	\$22.27	\$23.27

FORMER NP

	<u>JUL '08</u>	<u>JUL '09</u>
DRAWBRIDGE TENDER ABERDEEN BR 68.00	\$22.27	\$23.27
DRAWBRIDGE TENDER HOQUIAM BR 3.20	\$22.27	\$23.27
DRAWBRIDGE TENDER HOQUIAM BR 72.20	\$22.27	\$23.27
DRAWBRIDGE TENDER KELSO BR 0.59 NP	\$22.27	\$23.27
DRAWBRIDGE TENDER PASCO BR 1.00	\$22.27	\$23.27
DRAWBRIDGE TENDER PASCO BR 3.00	\$22.27	\$23.27
DRAWBRIDGE TENDER RAYMOND BR 53.00	\$22.27	\$23.27
DRAWBRIDGE TENDER SEATTLE BR 36.80 1ST SHIFT	\$22.27	\$23.27
DRAWBRIDGE TENDER SEATTLE BR 36.80 OTHER	\$22.27	\$23.27
DRAWBRIDGE TENDER STEILCOM BR 14.00	\$22.27	\$23.27

FORMER SP&S

	<u>JUL '08</u>	<u>JUL '09</u>
DRAWBRIDGE TENDER CLATSKANIE BR 62.7	\$22.27	\$23.27
DRAWBRIDGE TENDER JOHN DAY BR 94.8	\$22.27	\$23.27
DRAWBRIDGE TENDER KNAPPA BLIND SLOUGH BR 84.8	\$22.27	\$23.27

Rank E

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BRIDGE & BUILDING SUB-DEPARTMENT

	<u>JUL '08</u>	<u>JUL '09</u>
B&B CARPENTER OR MECHANIC HELPER	\$20.95	\$21.89
FORMER CB&Q	<u>JUL '08</u>	<u>JUL '09</u>
BRIDGE WATCHMAN METROPOLIS BR 1.72 1ST SHIFT	\$20.42	\$21.34
BRIDGE WATCHMAN METROPOLIS BR 1.72 OTHER	\$20.16	\$21.07

ROSTER 2

Rank A

	<u>JUL '08</u>	<u>JUL '09</u>
WATER SERVICE FOREMAN	\$24.42	\$25.52

Rank B

	<u>JUL '08</u>	<u>JUL '09</u>
WATER SERVICE ASSISTANT FOREMAN	\$24.13	\$25.22

Rank C

	<u>JUL '08</u>	<u>JUL '09</u>
LICENSED PLUMBER	\$23.25	\$24.30
WATER SERVICE MECHANIC	\$23.25	\$24.30
WATER SERVICE PIPEFITTER	\$23.25	\$24.30
WATER SERVICE PUMP REPAIRMAN	\$23.25	\$24.30
WATER SERVICE STEAMFITTER	\$23.25	\$24.30

Rank D

	<u>JUL '08</u>	<u>JUL '09</u>
WATER SERVICE HELPER	\$20.92	\$21.86

Rank E

	<u>JUL '08</u>	<u>JUL '09</u>
PUMPER	\$20.44	\$21.36

ROSTER 3

	<u>JUL '08</u>	<u>JUL '09</u>
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BRIDGE & BUILDING SUB-DEPARTMENT

	<u>JUL '08</u>	<u>JUL '09</u>
B&B TRUCK DRIVER (16000 GW AND OVER)	\$21.59	\$22.56
B&B TRUCK DRIVER (UNDER 16000 GW)	\$21.18	\$22.13

ROSTER 4

	<u>JUL '08</u>	<u>JUL '09</u>
MASON, PLASTERER, BRICK LAYER, CEMENT FINISHER	\$23.44	\$24.49

ROSTER 5

	<u>JUL '08</u>	<u>JUL '09</u>
BLACKSMITH	\$22.58	\$23.60
MINER OR POWDERMAN	\$22.58	\$23.60

STEEL ERECTION CREW

Rank A

	<u>JUL '08</u>	<u>JUL '09</u>
STEEL ERECTION CREW FOREMAN	\$24.95	\$26.07

Rank B

	<u>JUL '08</u>	<u>JUL '09</u>
ASST STEEL ERECTION CREW FOREMAN	\$23.73	\$24.80

Rank C

	<u>JUL '08</u>	<u>JUL '09</u>
STEEL ERECTION CREW MECHANIC	\$22.40	\$23.41

Rank D

	<u>JUL '08</u>	<u>JUL '09</u>
STEEL ERECTION CREW HELPER	\$21.48	\$22.45