

SYNOPSIS – Proposed National Rail Contract

Wages: No lump sums, all GWI with full retroactive pay

- 3% received January 1, 2015
- 2% effective July 1, 2016
- 2% effective July 1, 2017
- 2 ½% effective July 1, 2018
- 3% effective July 1, 2019

13.1% compounded over the life of the contract

Retroactive:

- 2% for July 1, 2016 to June 30, 2017
- 4% for July 1, 2017 to December 31, 2017
- \$100,000 annual earnings will produce approximately \$4,161.00 in retroactive pay

Provides immediate pay increase of 4%, with an additional 2 ½% six months later on July 1, 2018 and 3% additional on July 1, 2019. Overall a 9.84 % compounded increase over 18 months

Health and Welfare:

- Monthly contribution is frozen at the current level of \$228.89 until renegotiated
- Employee costs for medical deductible, copays, co-insurance and out of pocket increase depending on usage. Light users will experience a minimal increase while heavy users are protected by caps on out of pocket costs
- Mental Health Substance Abuse services are integrated into medical benefits so that a single deductible and out of pocket maximum will include both benefits
- There are no changes to existing coverages and no disruption to the current networks

Health and Welfare plan improvements, all voluntary:

- Telemedicine – doctors available 24/7 with a Convenient Care Clinic copay of \$10.00
- Centers of Excellence – provides for specialized care at recognized facilities with a travel benefit and 100% coverage
- Expert Second Opinion at no cost to the employee
- Member Advocacy and Vital Decisions counseling
- Vision benefits changed from every 12 and 24 months to 1 and 2 calendar years
- Continues Flexible Spending Accounts without needing to meet minimum participation requirements by craft

What's not in the proposal:

- No Work Rule changes
- No ACA Excise Tax (Cadillac Tax) reopener
- No forced on-property negotiations of any issue