



## Synopsis of 2022 Tentative National Rail Agreement

### General Wage Increases (GWIs) and Service Recognition Bonuses

- 24% compounded GWIs over the life of the agreement + \$5,000 in lump sum bonuses
  - Largest wage increase in nearly half a century
  - Full retroactivity applied to both GWIs and bonus payments (see charts below)

General Wage Increases		Service Recognition Bonuses	
Effective Date	Percentage	Effective Date	Amount
July 1, 2020	3.0%	December 1, 2020	\$1,000
July 1, 2021	3.5%	December 1, 2021	\$1,000
July 1, 2022	7.0%	December 1, 2022	\$1,000
July 1, 2023	4.0%	December 1, 2023	\$1,000
July 1, 2024	4.5%	December 1, 2024	\$1,000

Estimated Retroactive Payment + Bonuses Based on December 1, 2022 Implementation	
Annual Earnings Basis	Total Retroactive Pay
\$75,000	\$15,523
\$100,000	\$19,696
\$125,000	\$23,871
\$150,000	\$28,044

### Health and Welfare Plan Costs

- No increases to point-of-service/out-of-pocket costs
  - Co-pays, deductibles, coinsurance, prescription drugs, and out-of-pocket maximums remain unchanged
- The sole change is a small increase in monthly cost-sharing contributions, which would increase by 2.4% of premiums, from 12.6% to 15% of premiums
  - Monthly contributions frozen at 15% and capped at \$398.97 effective January 1, 2025
  - Estimated increases effective January 1, 2023, with no retroactivity (see chart below)

Estimated Monthly Cost-Sharing Contribution Amounts Based on Current Projections Provided by Insurance Companies	
Effective Date	Monthly Contribution
January 1, 2023	\$319
January 1, 2024	\$340
January 1, 2025	\$362

- To help limit or reduce the above projected increases, the Tentative Agreement also includes a provision for the Unions and Carriers to develop a process for re-bidding our contracts with the Plan's insurance companies and providers
  - This process will be designed specifically for the purpose of limiting unnecessary cost increases, resulting in lower premiums (and therefore limit our monthly cost-sharing contributions)
  - This process will also be designed to mitigate against unnecessary disruption (if any) to the provider networks and our members
  - This process *will not* result in higher point-of-service and/or out-of-pocket costs

### **Health and Welfare Plan Enhancements**

- All age limitations on speech therapy removed (currently limited to those 3 and younger)
- Addition of autism therapies, including Applied Behavioral Analysis (ABA) treatment
- Increase hearing benefits from \$600 per year to \$2,000 per year

### **Quality of Life Enhancements (Personal Leave, Scheduled Days Off, and Excused Absences)**

- Addition of one (1) paid personal leave day, scheduled according to current personal leave and/or daily vacation day rules, or as an awarded day off on the employee's birthday
- All road service assignments (including extraboards) will have assigned days off
  - Observing assigned days off will be completely voluntary
  - Assigned days off will be negotiated by General Committees of Adjustment, and if necessary, with expedited and binding arbitration to ensure timely implementation
- Employees in unassigned service (including extraboards) will be allowed to attend 3 annual routine/preventive medical care visits without being assessed any form of disciplinary points, demerits, or disciplinary citations under any Carriers' attendance policies.
  - Exams must be scheduled at least thirty (30) days in advance, and must take place on a Tuesday, Wednesday, or Thursday (excluding holidays)
  - Each excused absence includes the necessary time off prior to and/or following the exam (employees are entitled to 3 occurrences per year, not just 3 days)
- All absences relating to hospital admissions and surgeries will not result in any form of disciplinary points, demerits or disciplinary citations under any Carrier's attendance related policies.

*Note that this is the first time the Carriers have ever agreed to bargain over attendance policies on a national scale, and it opens the door for future negotiation over these issues!*

### **Improved Predictability, Assignment Selection, and Scheduling**

- Carriers may initiate a process to implement Automated Bid Scheduling (ABS) rules, where such rules do not already exist
  - Employees will electronically submit their assignment preferences, which will be automatically adjusted on a predetermined periodic basis
  - ABS rules will be subject to applicable on-property membership ratification rules, with expedited and binding arbitration as a backstop
- The Carriers and General Committees of Adjustment will reevaluate and reestablish pool and extraboard regulation, and may implement self-supporting pools
  - In doing so, the parties must provide:
    - Opportunities for rest outside/in addition to federal requirements
    - Procedures for employees to voluntarily swap/trade assignments
    - Procedures to ensure pre-arranged layoffs