

## **AGREEMENT**

THIS AGREEMENT, made this \_\_\_\_ day of \_\_\_\_\_ 202\_ by and between the participating carriers listed in Exhibit A attached hereto and made a part hereof, and represented by the National Carriers' Conference Committee, and the employees of such carriers shown thereon and represented by the International Association of Sheet Metal, Air, Rail and Transportation Workers, Transportation Division ("SMART-TD") witnesseth:

**IT IS HEREBY AGREED:**

### **ARTICLE I - WAGES**

#### **Section 1 - First General Wage Increase**

(for other than Dining Car Stewards)

(a) Effective July 1, 2025, all standard basic daily rates of pay for employees represented by SMART-TD in effect on June 30, 2025 shall be increased by four (4) percent.

(b) In computing the increase for enginemen under paragraph (a) above, four (4) percent shall be applied to the standard basic daily rates of pay applicable in the following weight-on-drivers brackets, and the amounts so produced shall be added to each standard basic daily rate of pay:

Passenger - 600,000 and less than 650,000 pounds  
Freight - 950,000 and less than 1,000,000 pounds  
(through freight rates)

Yard Engineers - Less than 500,000 pounds

Yard Firemen - Less than 500,000 pounds

(separate computation covering five- day rates and  
other than five-day rates)

#### **Section 2 - Second General Wage Increase**

(for other than Dining Car Stewards)

Effective July 1, 2026, all standard basic daily rates of pay for employees represented by SMART-TD in effect on June 30, 2026 shall be increased by three-and-three-quarters (3.75) percent, computed and applied in the same manner prescribed in Section 1(b) above.

#### **Section 3 - Third General Wage Increase**

(for other than Dining Car Stewards)

Effective July 1, 2027, all standard basic daily rates of pay in effect on June 30, 2027 for employees represented by SMAR-TD shall be increased by three-and-one-half (3.5) percent, computed and applied in the same manner prescribed in Section 1(b) above.

#### **Section 4 - Fourth General Wage Increase**

(for other than Dining Car Stewards)

Effective July 1, 2028, all standard basic daily rates of pay in effect on June 30, 2028 for

employees represented by SMART-TD shall be increased by three-and-one-quarter (3.25) percent, computed and applied in the same manner prescribed in Section 1(b) above.

**Section 5 - Fifth General Wage Increase**

(for other than Dining Car Stewards)

Effective July 1, 2029, all standard basic daily rates of pay in effect on June 30, 2029 for employees represented by SMART-TD shall be increased by three (3) percent, computed and applied in the same manner prescribed in Section 1(b) above.

**Section 6 – Standard Rates**

The standard basic daily rates of pay produced by application of the increases provided for in this Article set forth in Appendix 1, which is part of this Agreement.

**Section 7 – Application of Wage Increases**

(a) The adjustments provided for in this Article will not apply to duplicate time payments, including arbitraries and special allowances that are expressed in time, miles or fixed amounts of money, but will apply to mileage rates of pay for miles run in excess of the number of miles comprising a basic day.

(b) In engine service and in train and yard ground service, miscellaneous rates based upon hourly or daily rates of pay, as provided in the schedule or wage agreements, shall be adjusted in the same manner as heretofore increased under previous wage agreements.

(c) In determining new hourly rates, fractions of a cent will be disposed of by applying the next higher quarter of a cent.

(d) Daily earnings minima shall be changed by the amount of the respective daily adjustments.

(e) Standard monthly rates and money monthly guarantees applicable in passenger train service shall be thirty times the new standard daily rates. Other than standard monthly rates and money monthly guarantees shall be so adjusted that money differential existing as of June 30, 2025 shall be preserved.

(f) Existing monthly rates and money monthly guarantees applicable in train service other than passenger will be changed in the same proportion as the daily rate for the class of service involved is adjusted.

(g) Existing money differential above existing standard daily rates shall be maintained.

(h) In local freight service, the same differential in excess of through freight rates shall be maintained.

(i) The existing differential of \$6.00 per basic day in passenger, freight and yard service, and 6¢ per mile for miles in excess of the number of miles encompassed in the basic day, currently payable to engineers working without firemen, shall be maintained and applied in the same manner as the local freight differential.

(j) In computing the first increase in rates of pay effective under Section 1 for engineers, firemen, conductors, brakemen and flagmen employed in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of miles equal to or less than the number comprising a basic day, which are therefore paid on a daily basis without a mileage component whose rates had been increased by “an additional \$.40” effective July 1, 1968, the four (4) percent increase shall be applied to daily rates in effect on the day preceding the effective date of the general wage increase provided for in Section 1, exclusive of car scale additives, local freight differentials, and any other money differential above existing standard daily rates. For firemen, the rates applicable in the weight-on-drivers bracket 950,000 and less than 1,000,000 pounds shall be utilized in computing the amount of increase. The same procedure shall be followed in computing the increases effective July 1, 2026, July 1, 2027, July 1, 2028, and July 1, 2029. The rates produced by application of the standard local freight differentials and the above-referred-to special increase of “an additional \$.40” to standard basic through freight rates of pay are set forth in Appendix 1 which is a part of this Agreement.

(k) Other than standard rates:

- (1) Existing basic daily rates of pay other than standard shall be changed, effective as of the dates specified in Sections 1, 2, 3, 4 and 5 hereof, by the same respective percentages as set forth therein, computed and applied in the same manner as the standard rates were determined.
- (2) The existing differential of \$6.00 per basic day in passenger, freight, and yard service, and 6¢ per mile for miles in excess of the number of miles encompassed in the basic day, currently payable to engineers working without firemen, shall be maintained and applied in the same manner as the local freight differential.
- (3) Daily rates of pay, other than standard, of engineers, firemen, conductors, brakemen and flagmen employed in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of miles equal to or less than the number encompassed in the basic day, which are therefore paid on a daily basis without a mileage component, shall be increased as of the effective dates specified in Sections 1, 2, 3, 4 and 5 hereof, by the same respective percentages as set forth therein, computed and applied in the same manner as provided in paragraph (k)(1) above.

(l) Trip rates established pursuant to Article V of the 2002 SMART-TD (UTU) Agreement shall be adjusted by application of the general wage increases provided for in this Article I, Sections 1 through 5, in the manner set forth in Article V, Part B, Section 4(c)(1) of that Agreement.

## **Section 8 – General Wage Increases for Dining Car Stewards**

1

(a) Effective July 1, 2025, all basic monthly rates of pay in effect on June 30, 2025 for dining car stewards represented by SMART-TD shall be increased by four (4) percent.

(b) Effective July 1, 2026, all basic monthly rates of pay in effect on June 30, 2026 for dining car stewards represented by SMART-TD shall be increased by three-and-three-quarters (3.75) percent.

(c) Effective July 1, 2027, all basic monthly rates of pay in effect on June 30, 2027 for dining car stewards represented by SMART-TD shall be increased by three-and-one-half (3.5) percent.

(d) Effective July 1, 2028, all basic monthly rates of pay in effect on June 30, 2028 for dining car stewards represented by SMART-TD shall be increased by three-and-one-quarter (3.25) percent.

(e) Effective July 1, 2029, all basic monthly rates of pay in effect on June 30, 2029 for dining car stewards represented by SMART-TD shall be increased by three (3) percent.

## **ARTICLE II – VACATION**

### **Section 1 – Vacation for New Hires (“Year 0”)**

Effective on the date of this Agreement, new hire employees working full-time to have paid vacation days, to be taken as single day vacation subject to all applicable rules, based on their mark-up date (in “Year 0”) as follows:

	<u>5-day vacation week</u>	<u>7-day vacation week</u>
January/February	5 days	7 days
March/April	4 days	5 days
May/June	3 days	4 days
July/August	2 days	3 days
September/October	1 day	2 days

Employees working alternative work schedules will earn this entitlement in accordance with local agreement terms.

### **Section 2 – Vacation “Year 1” for Non-Qualifying Employees**

Effective on the date of this Agreement, employees working full-time in their second calendar year of employment (“Year 1”) who did not qualify for vacation in the prior year (“Year 0”) under the National Vacation Agreement but who worked a full-time schedule will have one week of paid vacation subject to all applicable rules.

### **Section 3 – Vacation Accrual Acceleration**

Effective on the date of this Agreement, the provisions of the National Vacation Agreement will be amended to reflect the following accrual schedules:

(a) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, will be qualified for an annual vacation of one week with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for, as provided in individual schedules.

(b) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having two or more years of continuous service with employing carrier will be qualified for an annual vacation of two weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said two or more years of continuous service renders service of not less than three hundred twenty (320) basic days in miles or hours paid for as provided in individual schedules.

(c) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having six or more years of continuous service with employing carrier will be qualified for an annual vacation of three weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said six or more years of continuous service renders service of not less than nine hundred and sixty (960) basic days in miles or hours paid for as provided in individual schedules.

(d) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having fifteen or more years of continuous service with employing carrier will be qualified for an annual vacation of four weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said fifteen or more years of continuous service renders service of not less than two thousand four hundred (2,400) basic days in miles or hours paid for as provided in individual schedules.

(e) Each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having twenty three or more years of continuous service with employing carrier will be qualified for an annual vacation of five weeks

with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said twenty three or more years of continuous service renders service of not less than three thousand six hundred and eighty (3,680) basic days in miles or hours paid for as provided in individual schedules.

(f) In the application of (a) – (e) above, each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualification for vacations. (This is the equivalent of 150 qualifying days in a calendar year in yard service and 180 qualifying days in a calendar year in road service.) This qualifying condition and multiplying factor pertains only to service performed by yard and road employees in the preceding calendar year so as to determine qualification for vacation on that basis only.

(g) Calendar days on which an employee assigned to an extra list is available for service and on which days they perform no service, not exceeding ninety (90) such days, will be included in the determination of qualification for vacation; also, calendar days, not in excess of forty-five (45), on which an employee is absent from and unable to perform service because of injury received on duty will be included.

Note: The 90 and 45 calendar days referred to in this Paragraph 1(g) shall not be subject to the 1.3 and 1.6 computations provided for in Paragraph 1(a), (b), (c), (d), and (e), respectively.

#### **Section 4 – Single Day Vacation**

Effective on the date of this Agreement, employees will be permitted to take one week of their accrued vacation allowance as single vacation days within each calendar year, subject to all applicable rules. This will not impair any agreements providing for the scheduling of more than one week of vacation as single day vacation.

### **Article III – Health and Welfare**

#### **Part A – Plan Changes**

#### **Section 1 – Continuation of Plan**

The SMART-TD Health and Welfare Plan (“SMART-TD H&W Plan”) and the Railroad Employees National Health and Welfare Plan (individually and collectively referred to, depending on the context, as “the Plan”), The Railroad Employees National Dental Plan (“the Dental Plan”), The Railroad Employees National Vision Plan (“the Vision Plan”), modified as provided in this Article with respect to employees represented by the Organization and their eligible dependents,

shall be continued subject to the provisions of the Railway Labor Act.

## **Section 2 – Plan Design Changes**

The Plan's Managed Care Program "(MMCP)" and the Comprehensive Health Care Benefit (CHCB) shall both be revised as follows:

- (a) Plan coverage for surviving dependents will be extended through the end of the sixth (6<sup>th</sup>) month following the month in which the employee dies.
- (b) Plan benefits will include male sterilization procedures (i.e., vasectomy), not including reversals.

The plan design changes contained in this Section shall become effective on the date of this Agreement, or as soon thereafter as practicable.

## **Section 3 – Plan Design Changes to Contain Costs**

(a) The Plan's Prescription Drug Card Program and Mail Order Prescription Drug Program shall be revised to include the PBM's full utilization management rules package for specialty drugs and four additional non-specialty therapeutic classifications (anti-infective agents, central nervous system, gastroenterology and ophthalmology).

(b) The Plan shall implement improper billing detection and mitigation programs where available with the Plan's medical vendors.

(c) The Plan shall implement out-of-network referenced-based pricing programs where available with the Plan's medical vendors.

(d) The monthly payment for employees who elect to opt-out of coverage under the Plan will be increased from \$100 to \$200.

The plan design changes contained in this Section shall become effective on the date of this Agreement, or as soon thereafter as practicable thereafter.

## **Section 4 - Plan Design Changes – The Dental Plan**

The individual annual maximum dental benefit under the Railroad Employees National Dental Plan will be increased from \$1,500 to \$2,500, and the individual lifetime maximum orthodontia benefit will be increased from \$1,000 to \$2,500.

The plan design changes contained in this Section shall become effective on the date of this Agreement, or as soon thereafter as practicable.

## **Section 5 - Plan Design Changes – The Vision Plan**

The vision frame allowance under the Railroad Employees National Vision Plan will be increased from \$115 every two years to \$250 every two years.

The plan design changes contained in this Section shall become effective on the date of this Agreement, or as soon thereafter as practicable.

### **Section 6 – Plan Design –Employee-Only, Reduced-Rate Option**

The Plan will offer a medical coverage option with a reduced, employee-only rate as follows:

(a) There will be a single funding pool to include existing plan options and the new reduced-rate option.

(b) The employee-only reduced-rate option employee monthly contribution will be ten percent (10%) of the Carrier's Monthly Payment Rate (as defined below), and will be subject to the provisions of the Side Letter covering contribution rates during the post-2030 amendable period (attached).

(c) The employee-only reduced-rate option will be HSA eligible.

(d) The reduced-rate option will have the following plan design features:

	<b>In Network</b>	<b>Out of Network</b>
<b>Deductible</b>	\$2,500	\$5,000
<b>Out of pocket maximum</b>	\$5,000	\$10,000
<b>Coinsurance – office visits and in/outpatient care</b>	90% after deductible	70%
<b>RX – generic coinsurance (retail and mail order)</b>	10% after deductible	75% of R&C
<b>RX – formulary (retail and mail order)</b>	20% after deductible	75% of R&C
<b>RX – non-formulary (retail and mail order)</b>	30% after deductible	75% of R&C
<b>Employee contributions</b>	10% of payment rate (2025 = \$185.03/month)	

The plan design changes in this Section shall become effective on the date of this Agreement, or as soon as reasonably practicable thereafter.

### **Part B – Employee Sharing of Plan Costs**

#### **Section 1 - Monthly Employee Cost-Sharing Contributions (Not Applicable to Employee-Only, Reduced-Rate option)**

(a) Effective on the date of this Agreement, each employee covered by this Agreement shall contribute to the Plan, for each month that the employer is required to make a contribution to the Plan on the employee's behalf for foreign-to-occupation health benefits coverage for the employee and/or the employee's dependents, a monthly contribution equal to 15% of the Carriers' Monthly Payment Rate. Effective on each subsequent January 1, the monthly employee cost-sharing contribution shall be adjusted to reflect 15% of the Carrier's Monthly Payment Rate for the relevant year.



(b) For purposes of subsection (A) above, the "Carrier's Monthly Payment Rate" for any year shall mean one twelfth of the sum of what the carrier's monthly payments to

- 1) the Plan for foreign-to-occupation employee and dependent health benefits, employee life insurance benefits and employee accidental death and dismemberment insurance benefits,
- 2) the Dental Plan for employee and dependent dental benefits, and
- 3) the Vision Plan for employee and dependent vision benefits,

would have been during that year, per non-hospital association road employee, in the absence of any employee contributions in the aforementioned plans.

### **Part C – Other**

If existing national health care legislation is repealed, the parties will meet and confer on a voluntary basis to discuss the benefits that were previously mandated.

## **ARTICLE IV - GENERAL PROVISIONS**

### **Section 1 - Court Approval**

This Agreement is subject to approval of the courts with respect to participating carriers in the hands of receivers or trustees.

### **Section 2 - Effect of this Agreement**

(a) The purpose of this Agreement is to settle the disputes growing out of the notices served upon the organization by the carriers listed in Exhibit A on or subsequent to November 1, 2024 (including any notices outstanding as of that date), and the notices served by the organization signatory hereto upon such carriers on or subsequent to November 1, 2024 (including any notices outstanding as of that date).

(b) This Agreement shall be construed as a separate agreement by and on behalf of each of said carriers and their employees represented by the organization signatory hereto, and shall remain in effect through December 31, 2029 and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

(c) No party to this Agreement shall serve or progress, prior to November 1, 2029 (not to become effective before January 1, 2030), any notice or proposal.

(d) This Article will not bar management and the organization on individual railroads from agreeing upon any subject of mutual interest.

SIGNED AT ARLINGTON, VA, THIS \_\_TH DAY OF \_\_\_\_\_, 202\_.

**FOR THE PARTICIPATING  
CARRIERS LISTED IN  
EXHIBIT A:**

---

---

---

---

---

---

---

---

---

---

**FOR THE EMPLOYEES  
REPRESENTED BY SMART,  
TRANSPORTATION DIVISION:**

---

---

---

---

---

---

---

---

---

---

\_\_\_\_\_, 2021  
#1

Mr. Jeremy R. Ferguson  
President - Transportation Division  
International Association of Sheet Metal, Air, Rail and Transportation Workers  
6060 Rockside Woods Blvd. N., Ste. #325  
Independence, OH 44131

Dear Mr. Ferguson:

This confirms our understanding with respect to the general wage increase provided for in Article I, Section 1 of the Agreement of this date.

The carriers will make all reasonable efforts to pay the retroactive portion of such general wage increases as soon as possible and no later than sixty (60) days after the date of this Agreement. The carriers will also implement the general wage increases referenced above as soon as practicable.

If a carrier finds it impossible to make such payments by that date, such carrier shall notify you in writing, explaining why such payments have not been made and indicating when the payments will be made.

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Jeffrey F. Rodgers

I agree:

\_\_\_\_\_  
J. Ferguson

Mr. Jeremy R. Ferguson  
President - Transportation Division  
International Association of Sheet Metal, Air, Rail and Transportation Workers  
6060 Rockside Woods Blvd. N., Ste. #325  
Independence, OH 44131

Dear Mr. Ferguson:

This confirms our understanding and agreement regarding employee contributions to the SMART-TD Health and Welfare Plan ("SMART-TD H&W Plan") and the Railroad Employees National Health and Welfare Plan (individually and collectively referred to, depending on the context, as "the Plan"). For each month that the employer is required to make a contribution to the Plan on the employee's behalf for foreign-to-occupation health benefits coverage for themselves and/or their dependents, a monthly cost-sharing contribution by the employee shall be made in an amount equal to 15% (fifteen percent) of the Carrier's then current Monthly Payment Rate. In the event new collective agreements are not negotiated and ratified prior to January 1, 2031, the monthly cost-sharing contribution will not be increased beyond the rate last established under the terms of the January 1, 2025 agreements.

Upon ratification of successor agreement(s), the full 15% employee contribution rate will be reinstated unless otherwise agreed. If the negotiations for such successor agreement(s) result in retroactive wage increases applicable for the period that the parties are in negotiations and the employees' monthly contribution to the Health and Welfare Plan would have otherwise exceeded the rate established under the predecessor agreements, retroactive application will also be applicable to those contribution increases.

This arrangement shall not be cited in future negotiations under Section 6 of the Railway Labor Act (up through and including a Presidential Emergency Board or interest arbitration) as a reason or justification for any future increase in compensation or limit or reduction in employee health care contributions.

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Jeffrey F. Rodgers

I agree:

\_\_\_\_\_  
J. Ferguson

\_\_\_\_\_, 2023  
#3

Mr. Jeremy R. Ferguson  
President - Transportation Division  
International Association of Sheet Metal, Air, Rail and Transportation Workers  
6060 Rockside Woods Blvd. N., Ste. #325  
Independence, OH 44131

Dear Mr. Ferguson:

This confirms our understanding and agreement regarding implementation of Article II – Vacation. The parties agree to meet within 30 days of the date of this Agreement to implement Article II, Sections 1, 2, 3, and 4. Should the parties fail to agree on implementation of changes to vacation pursuant to Article II, Sections 1, 2, and 3 in the calendar year 2025, employees who have an employment relationship with the carrier on the date of this Agreement, and who would have been eligible for vacation enhancements in Article II of this Agreement, will receive a pro rata payment in lieu of receiving vacation benefits for the calendar year 2025, subject to the following schedule:

<u>Date of Agreement</u>	<u>Pro rata payment</u>	
	<u>5-day vacation week</u>	<u>7-day vacation week</u>
January/February 2025	5 days	7 days
March/April 2025	4 days	5 days
May/June 2025	3 days	4 days
July/August 2025	2 days	3 days
September/October 2025	1 day	2 days

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Jeffrey F. Rodgers

I agree:

\_\_\_\_\_  
J. Ferguson

Mr. Jeremy R. Ferguson  
President - Transportation Division  
International Association of Sheet Metal, Air, Rail and Transportation Workers  
6060 Rockside Woods Blvd. N., Ste. #325  
Independence, OH 44131

Dear Mr. Ferguson:

This will confirm our understanding regarding further discussions between the organization and participating carriers following ratification of this agreement.

Upon request by the organization, each participating carrier that does not provide paid sick leave to employees covered by this agreement shall engage in local discussions on a voluntary basis (i.e., not under Section 6 of the RLA) regarding the organization's paid sick leave proposal. The discussions shall be scheduled to occur on not less than two consecutive days in the first three-month period following ratification and, if necessary, two consecutive days in the second three-month period. During such discussions, the parties shall attempt to reach a mutually beneficial agreement. This Side Letter will expire six months following ratification.

Please acknowledge your agreement by signing in the space provided below.

Sincerely,

Jeffrey F. Rodgers

I agree:

\_\_\_\_\_  
J. Ferguson

**EXHIBIT A  
(SMART-TD)**

**RAILROADS REPRESENTED BY THE NATIONAL CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES SERVED ON OR SUBSEQUENT TO NOVEMBER 1, 2024 BY AND ON BEHALF OF SUCH CARRIERS UPON SMART, TRANSPORTATION DIVISION, AND NOTICES SERVED ON OR SUBSEQUENT TO NOVEMBER 1, 2024 BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES OF SMART, TRANSPORTATION DIVISION, UPON SUCH CARRIERS.**

**Subject to indicated footnotes, this authorization is co-extensive with notices filed and with provisions of current schedule agreements applicable to employees represented by Smart, Transportation Division:**

The Belt Railway Company of Chicago

Bessemer and Lake Erie Railroad Company d.b.a. C.N.

BNSF Railway Company

Central California Traction Company

Consolidated Rail Corporation

CPKC - 1

Kansas City Southern Railway

Louisiana and Arkansas Railway

MidSouth Rail Corporation

Gateway Western Railway

SouthRail Corporation

Tenn. Rail Corporation

Consolidated Territory for KCS employees hired before April 29, 2023

Delaware & Hudson Railroad Company d.b.a. CPKC - 1

Grand Trunk Western Railroad Company d.b.a. C.N.

Illinois Central Railroad Company and Chicago, Central & Pacific Railroad Company d.b.a. C.N. - 3

Indiana Harbor Belt Railroad Company

Longview Switching Company

Los Angeles Junction Railway Company

New Orleans Public Belt Railroad Corporation - 2

Norfolk & Portsmouth Belt Line Railroad Company

Norfolk Southern Railway Company

The Alabama Great Southern Railroad Company

Central of Georgia Railroad Company

The Cincinnati, New Orleans & Texas Pacific Railway Co.

Georgia Southern and Florida Railway Company

Tennessee, Alabama and Georgia Railway Company

Tennessee Railway Company  
Northeast Illinois Regional Commuter Railroad Corporation d.b.a. Metra - 1  
Northern Indiana Commuter Transportation District - 1  
Palmetto Railways - 2  
Portland Terminal Railroad Company  
Port Terminal Railroad Association  
Soo Line Railroad Company d.b.a. CPKC - 1  
Terminal Railroad Association of St. Louis  
Texas City Terminal Railway Company - 1  
Wichita Terminal Association  
Wisconsin Central Ltd. d.b.a. C.N.

\* \* \* \* \*

Notes:

- 1 - Health & Welfare only
- 2 - Wages and Health & Welfare only
- 3 - Includes Iowa Northern Railway Company

**FOR THE CARRIERS:**

**FOR SMART-TD:**

---

---

\_\_\_\_\_, 202\_  
Arlington, VA



**AGREED UPON QUESTIONS AND ANSWERS**  
**2025 NATIONAL RAIL AGREEMENT**

**ARTICLE I – WAGES**

Q1: If the Agreement ratifies, will Employees receive back pay?

A1: Yes. As per Article I and Side Letter #1, Employees will receive a 4.00% general wage increase retroactive to July 1, 2025. Retroactive payments will be made no later than 60 days after the date of the Agreement, under the same principles and guidelines as prior Agreements.

Q2: Will an individual furloughed or suspended when the Agreement becomes effective be eligible to receive the retroactive wage adjustment?

A2: Yes.

Q3: Will an individual in dismissed status when the Agreement becomes effective be eligible to receive the retroactive wage adjustment?

A3: Yes, if the individual is reinstated to service, the individual will be eligible for the retroactive wage adjustment to the extent applicable and consistent with the reinstatement.

Q4: Will an Employee who has been dismissed/suspended between July 1, 2025, and the effective date of this Agreement, who is subsequently reinstated/suspension removed or overturned, with pay for time and benefits lost, have the retroactive pay increases applied to his/her payment for time lost?

A4: Yes, to the extent applicable.

Q5: Will Employees on approved leaves of absence (medical, disability, or otherwise) be eligible to receive retroactive backpay provided for in this Agreement?

A5: Yes, so long as the Employee maintains his/her employment relationship with the Carrier, or subsequently retires or dies.

Q6: Will the retroactive wage payments made to Employees include previous vacation payments, personal leave days, and all other contractual pay entitlements?

A6: Yes, if and to the extent such payments are subject to the application of general wage increases.

- Q7: Will retroactive payments be accompanied by a detailed payment description, including a breakdown of how the payment was calculated?
- A7: Any Employee who believes his/her back pay computation is incorrect may make written request through their General Chairperson for information regarding that computation. If the General Chairperson concludes that the request has good cause, they will submit it to the Carrier, and a Carrier representative will respond. The request must be made to the Carrier within thirty (30) days of receipt of the retroactive payment. Disagreements between the parties may be referred to the President of SMART-TD and the Chairman of the NCCC.
- Q8: Will an Employee who voluntarily resigned receive back pay?
- A8: Employees who resign prior to ratification of the National Agreement will not receive back pay. Employees who resign after ratification of the National Agreement, including those who retired or died subsequent to June 30, 2025, will receive back pay.

## **ARTICLE II – VACATION**

- Q1: Does Article II, Section 3, of this Agreement alter local agreements that prescribe a greater vacation accrual rate for Employees than what is set forth in this provision?
- A1: No, on properties where local agreements prescribe a greater vacation accrual rate for Employees than what is set forth in Article II, Section 3, of this Agreement, the greater vacation accrual rate for Employees specified in the local agreement shall prevail.
- Q2: Will Employees with 6 & 7 years, 15 & 16 years, and 23 & 24 years of service receive an additional week of vacation to be used in 2025?
- A2: If the Agreement ratifies in October, and as outlined in Side Letter #3, the parties will meet within 30 days of the date of the Agreement to implement changes to vacation in calendar year 2025. Should the parties fail to agree on implementation of changes to vacation in the calendar year 2025, employees who would have been eligible for vacation enhancements in Article II will receive a pro rata payment of either 1 day (based on a 5-day vacation week) or 2 days (based on a 7-day vacation week) in lieu of receiving vacation benefits for the calendar year 2025.

- Q3: Will Employees who have 5 years, 14 years, or 22 years of service in 2025 receive an added week of vacation effective January 1, 2026?
- A3: Yes, provided they have met the compensated service requirements under the National Vacation Agreement.
- Q4: How does the Vacation Accrual Acceleration outlined in Section 4 affect the basic day requirement to qualify for vacation?
- A4: The basic day requirements for the preceding calendar year remain unchanged at 240 basic days. The minimum cumulative basic day requirements to qualify for the below weeks of vacation are updated as follows:
- 2 weeks - 320 basic days in two (2) or more years of continuous service
  - 3 weeks - 960 basic days in six (6) or more years of continuous service
  - 4 weeks - 2,400 basic days in fifteen (15) or more years of continuous service
  - 5 weeks - 3,680 basic days in twenty-three (23) or more years of continuous service
- Q5: Article II, Section 1, pertaining to vacation enhancement for “Year 0” Employees references both their full-time status and their mark-up date. Is this their hire date, their seniority date, the date they first performed service, the date of the completion of the new-hire training program, or some other date?
- A5: “Year 0” Employees are considered marked up on the date that they complete training and mark up as being available to perform compensated service on an assignment where SMART-TD holds this contract.

### **ARTICLE III – HEALTH & WELFARE**

- Q1: Will there be an increase in the monthly cost-sharing contributions for Employees?
- A1: The monthly contribution will remain at 15% of the Carriers’ monthly payment rate using the same calculation that is currently in effect. Starting in 2030, contributions are fixed as described in Side Letter #2.
- Q2: Will any of the cost-containment programs in Article III, Section 3, limit member choice of doctors or prescriptions? Will they increase member out-of-pocket costs?
- A2: Programs are to reduce the potential for fraud, waste, and abuse. They will not change provider networks, pharmacy formulary lists, or out of pocket costs (i.e., copays, deductibles, coinsurance, and out-of-pocket maximums).

- Q3: Earlier this year, I used my full \$115 vision frame allowance. Will I be eligible for the \$250 frame allowance starting January 1, 2026?
- A3: No, the frame allowance is available every two years. Accordingly, you would be eligible for the new \$250 allowance starting January 1, 2027. However, if you last used the \$115 vision frame allowance in 2024, then you would be eligible for the new allowance starting January 1, 2026.
- Q4: My kids wear braces, we reached their individual \$1,000 lifetime orthodontia maximum benefit in 2024, and they will still be wearing braces in 2026. Will they be eligible for the \$2,500 lifetime orthodontia maximum benefit?
- A4: Yes, they will each be eligible for up to \$1,500 in additional orthodontia coverage, subject to the rules of the Dental Plan.
- Q5: Is there any situation where enrollment in the new High Deductible Health Plan (HDHP) benefit will be mandatory?
- A5: No, enrollment in the HDHP benefit is entirely optional.
- Q6: Will the addition of the HDHP benefit option increase premiums (and therefore the 15% monthly cost-sharing contributions) for members who remain in the existing Managed Medical Care Plan (MMCP) or Comprehensive Health Care Benefit (CHCB) benefits?
- A6: No, claims will be pooled between all Plan benefit options, just as they are with the MMCP and CHCB benefits today. There is one combined Carrier payment rate for all Plans, which is used to calculate the Employee 15% monthly cost-sharing contributions.
- Q7: If I enroll in the HDHP benefit, will my spouse and/or dependent children still be eligible to participate in the existing MMCP or CHCB benefits?
- A7: No, the HDHP benefit only provides medical coverage for the Employee. Spouses and dependent children would need to find coverage under another H&W Plan.
- Q8: If I get married and my spouse has access to their own medical coverage, would it still be possible to elect the HDHP benefit to cover myself only?
- A8: Yes, Employees with spouses and/or dependent children will have the option to elect the HDHP for themselves only.

Q9: If I elect the HDHP benefit, will my spouse and/or dependent children still be eligible for dental and vision benefits? If so, will it increase my monthly cost-sharing contributions?

A9: Yes, spouses and dependent children are still eligible for dental and vision benefits when an Employee enrolls in the HDHP benefit. It will not increase the Employee's monthly cost-sharing contribution.

Q10: If an Employee elects the HDHP benefit and later wants to return to the existing MMCP or CHCB benefits, will they be able to transfer back?

A10: Yes, the Employee could transfer back to the existing MMCP or CHCB benefits if there is a qualifying life event (e.g., a single Employee gets married and wants to provide coverage for their spouse). If there is no qualifying life event, the Employee will have the opportunity to elect the MMCP or CHCB Plan during the annual open enrollment period in October, which would become effective January 1 of the following calendar year.

Q11: If an Employee elects to remain in the existing MMCP or CHCB benefits and later wants to transfer to the HDHP benefit, will they be able to do so?

A11: Yes, the Employee could transfer to the HDHP if there is a qualifying life event (e.g., a married Employee gets divorced and no longer needs coverage for a spouse and/or dependent children). If there is no qualifying life event, the Employee will have the opportunity to elect the HDHP during the annual open enrollment period in October, which would become effective January 1 of the following calendar year.

Q12: With respect to the HDHP, MMCP, and CHCB benefits, what will happen to Employees who do not make any elections during open enrollment? Will they ever be defaulted into the HDHP Plan?

A12: Employees who do not make any elections in 2025 will continue to be enrolled in the same MMCP or CHCB benefit that they are defaulting to under existing Plan rules. In future years, those Employees will continue to be enrolled in the MMCP or CHCB benefit, unless they decide to elect the HDHP benefit. Similarly, Employees who elect the HDHP benefit and do not make any elections in future years will be automatically enrolled in the HDHP benefit, unless they decide to elect the MMCP or CHCB benefits. Also, note that HDHP benefit members who opt for a Health Savings Account (HSA) will need to reelect their HSA each year, as reenrollment in the HSA is not automatic.

Q13: If I elect the HDHP benefit, am I automatically opted in for the HSA? Is there an employer contribution to the HSA?

A13: No, enrollment in the HSA is separate from the HDHP benefit, and also voluntary. There is no employer contribution.

Q14: If I elect the HDHP benefit and an HSA, how will I access my HSA funds to pay for qualified medical expenses?

A14: You can use an HSA debit card that will be provided, use online bill pay through HSA Bank, or pay out of pocket then reimburse yourself using HSA funds.

Q15: If I elect the HDHP benefit and an HSA, and there is a balance in my account at the end of the year, will it be forfeited the same way as the existing Flexible Spending Account (FSA) for the MMCP and CHCB benefits? What happens to my HSA funds if/when I am no longer covered by the HDHP benefit?

A15: Unlike an FSA, these HSA funds do not forfeit at the end of the year. Your funds are yours to keep and use for life, you can maintain those funds with the selected HSA custodian or roll them over to another financial institution. While you maintain those funds, you can no longer contribute to the HSA if you are no longer enrolled in a qualifying HDHP. However, if you withdraw HSA funds for non-qualified medical expenses, they will be subject to all applicable income tax plus additional IRS penalties.

Q16: If I have an FSA and I elect the HDHP benefit, can I continue to maintain my FSA or transfer the balance from my FSA into a new HSA?

A16: No, you are not allowed to maintain an FSA if you are enrolled in a HDHP benefit, and you cannot maintain both an FSA and HSA in any one calendar year. FSA funds can continue to be used on qualified medical expenses, but your participation in the HSA must be delayed until the FSA funds are exhausted or forfeited on April 1 of the following Plan year.

Q17: Given the timing of this Agreement, will Employees still have the opportunity to make changes during this year's October open enrollment period?

A17: Yes, SMART-TD and the NCCC have agreed to extend the 2025 open enrollment period by 2 weeks, to November 14. Employees wanting to make changes should visit [www.YTTH.com](http://www.YTTH.com) and do so before that date.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES	
	DAILY RATES	MILEAGE RATES

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES	
	DAILY RATES	MILEAGE RATES

LESS THAN	80,000	\$309.71	231.29 ¢
80,000 AND LESS THAN	100,000	\$309.71	231.29 ¢
100,000 AND LESS THAN	140,000	\$309.80	231.38 ¢
140,000 AND LESS THAN	170,000	\$309.88	231.46 ¢
170,000 AND LESS THAN	200,000	\$309.97	231.55 ¢
200,000 AND LESS THAN	250,000	\$310.06	231.64 ¢
250,000 AND LESS THAN	300,000	\$310.14	231.72 ¢
300,000 AND LESS THAN	350,000	\$310.23	231.81 ¢
350,000 AND LESS THAN	400,000	\$310.31	231.89 ¢
400,000 AND LESS THAN	450,000	\$310.40	231.98 ¢
450,000 AND LESS THAN	500,000	\$310.49	232.07 ¢
500,000 AND LESS THAN	550,000	\$310.57	232.15 ¢
550,000 AND LESS THAN	600,000	\$310.66	232.24 ¢
600,000 AND LESS THAN	650,000	\$310.74	232.32 ¢
650,000 AND LESS THAN	700,000	\$310.83	232.41 ¢
700,000 AND LESS THAN	750,000	\$310.91	232.49 ¢
750,000 AND LESS THAN	800,000	\$311.00	232.58 ¢
800,000 AND LESS THAN	850,000	\$311.08	232.66 ¢
850,000 AND LESS THAN	900,000	\$311.17	232.75 ¢
900,000 AND LESS THAN	950,000	\$311.25	232.83 ¢
950,000 AND LESS THAN	1,000,000	\$311.34	232.92 ¢
1,000,000 POUNDS AND OVER:			

FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD ALTERNATELY	\$0.08	0.08 ¢
&	\$0.09	0.09 ¢

MOTOR OR ELECTRIC CARS IN MULTIPLE OR SINGLE UNIT	\$309.97	\$231.55
--	----------	----------

DAILY EARNINGS MINIMUM	\$311.23
------------------------	----------

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (SUCH DIFFERENTIAL TO BE APPLIED IN SAME MANNER  
AS THE LOCAL FREIGHT DIFFERENTIAL

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES DAILY      MILEAGE RATES      RATES
-------------------------------	---

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES DAILY      MILEAGE RATES      RATES
-------------------------------	---

LESS THAN	80,000	\$321.36	240.00 ¢
80,000 AND LESS THAN	100,000	\$321.36	240.00 ¢
100,000 AND LESS THAN	140,000	\$321.45	240.09 ¢
140,000 AND LESS THAN	170,000	\$321.53	240.17 ¢
170,000 AND LESS THAN	200,000	\$321.62	240.26 ¢
200,000 AND LESS THAN	250,000	\$321.71	240.35 ¢
250,000 AND LESS THAN	300,000	\$321.79	240.43 ¢
300,000 AND LESS THAN	350,000	\$321.88	240.52 ¢
350,000 AND LESS THAN	400,000	\$321.96	240.60 ¢
400,000 AND LESS THAN	450,000	\$322.05	240.69 ¢
450,000 AND LESS THAN	500,000	\$322.14	240.78 ¢
500,000 AND LESS THAN	550,000	\$322.22	240.86 ¢
550,000 AND LESS THAN	600,000	\$322.31	240.95 ¢
600,000 AND LESS THAN	650,000	\$322.39	241.03 ¢
650,000 AND LESS THAN	700,000	\$322.48	241.12 ¢
700,000 AND LESS THAN	750,000	\$322.56	241.20 ¢
750,000 AND LESS THAN	800,000	\$322.65	241.29 ¢
800,000 AND LESS THAN	850,000	\$322.73	241.37 ¢
850,000 AND LESS THAN	900,000	\$322.82	241.46 ¢
900,000 AND LESS THAN	950,000	\$322.90	241.54 ¢
950,000 AND LESS THAN	1,000,000	\$322.99	241.63 ¢
1,000,000 POUNDS AND OVER:			

FOR EACH ADDITIONAL 50,000 POUNDS		\$0.08	0.08 ¢
OR FRACTION THEREOF - ADD ALTERNATELY	&	\$0.09	0.09 ¢

MOTOR OR ELECTRIC CARS IN MULTIPLE OR SINGLE UNIT	\$321.62	\$240.26
--	----------	----------

DAILY EARNINGS MINIMUM	\$322.88
------------------------	----------

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (SUCH DIFFERENTIAL TO BE APPLIED IN SAME MANNER  
AS THE LOCAL FREIGHT DIFFERENTIAL



STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.5 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES DAILY      MILEAGE RATES      RATES
-------------------------------	---

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES DAILY      MILEAGE RATES      RATES
LESS THAN 80,000	\$332.64      248.44 ¢
80,000 AND LESS THAN 100,000	\$332.64      248.44 ¢
100,000 AND LESS THAN 140,000	\$332.73      248.53 ¢
140,000 AND LESS THAN 170,000	\$332.81      248.61 ¢
170,000 AND LESS THAN 200,000	\$332.90      248.70 ¢
200,000 AND LESS THAN 250,000	\$332.99      248.79 ¢
250,000 AND LESS THAN 300,000	\$333.07      248.87 ¢
300,000 AND LESS THAN 350,000	\$333.16      248.96 ¢
350,000 AND LESS THAN 400,000	\$333.24      249.04 ¢
400,000 AND LESS THAN 450,000	\$333.33      249.13 ¢
450,000 AND LESS THAN 500,000	\$333.42      249.22 ¢
500,000 AND LESS THAN 550,000	\$333.50      249.30 ¢
550,000 AND LESS THAN 600,000	\$333.59      249.39 ¢
600,000 AND LESS THAN 650,000	\$333.67      249.47 ¢
650,000 AND LESS THAN 700,000	\$333.76      249.56 ¢
700,000 AND LESS THAN 750,000	\$333.84      249.64 ¢
750,000 AND LESS THAN 800,000	\$333.93      249.73 ¢
800,000 AND LESS THAN 850,000	\$334.01      249.81 ¢
850,000 AND LESS THAN 900,000	\$334.10      249.90 ¢
900,000 AND LESS THAN 950,000	\$334.18      249.98 ¢
950,000 AND LESS THAN 1,000,000	\$334.27      250.07 ¢
1,000,000 POUNDS AND OVER:	
FOR EACH ADDITIONAL 50,000 POUNDS	
OR FRACTION THEREOF - ADD ALTERNATELY	\$0.08      0.08 ¢
&	\$0.09      0.09 ¢

MOTOR OR ELECTRIC CARS IN MULTIPLE OR SINGLE UNIT	\$332.90	248.70
--	----------	--------

DAILY EARNINGS MINIMUM	\$334.16
------------------------	----------

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (SUCH DIFFERENTIAL TO BE APPLIED IN SAME MANNER  
AS THE LOCAL FREIGHT DIFFERENTIAL

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES DAILY      MILEAGE RATES      RATES
-------------------------------	---

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES DAILY      MILEAGE RATES      RATES
LESS THAN 80,000	\$343.48 256.55 ¢
80,000 AND LESS THAN 100,000	\$343.48 256.55 ¢
100,000 AND LESS THAN 140,000	\$343.57 256.64 ¢
140,000 AND LESS THAN 170,000	\$343.65 256.72 ¢
170,000 AND LESS THAN 200,000	\$343.74 256.81 ¢
200,000 AND LESS THAN 250,000	\$343.83 256.90 ¢
250,000 AND LESS THAN 300,000	\$343.91 256.98 ¢
300,000 AND LESS THAN 350,000	\$344.00 257.07 ¢
350,000 AND LESS THAN 400,000	\$344.08 257.15 ¢
400,000 AND LESS THAN 450,000	\$344.17 257.24 ¢
450,000 AND LESS THAN 500,000	\$344.26 257.33 ¢
500,000 AND LESS THAN 550,000	\$344.34 257.41 ¢
550,000 AND LESS THAN 600,000	\$344.43 257.50 ¢
600,000 AND LESS THAN 650,000	\$344.51 257.58 ¢
650,000 AND LESS THAN 700,000	\$344.60 257.67 ¢
700,000 AND LESS THAN 750,000	\$344.68 257.75 ¢
750,000 AND LESS THAN 800,000	\$344.77 257.84 ¢
800,000 AND LESS THAN 850,000	\$344.85 257.92 ¢
850,000 AND LESS THAN 900,000	\$344.94 258.01 ¢
900,000 AND LESS THAN 950,000	\$345.02 258.09 ¢
950,000 AND LESS THAN 1,000,000	\$345.11 258.18 ¢
1,000,000 POUNDS AND OVER:	
FOR EACH ADDITIONAL 50,000 POUNDS	
OR FRACTION THEREOF - ADD ALTERNATELY	\$0.08 0.08 ¢
&	\$0.09 0.09 ¢

MOTOR OR ELECTRIC CARS IN MULTIPLE OR SINGLE UNIT	\$343.74	256.81
--	----------	--------

DAILY EARNINGS MINIMUM	\$345.00
------------------------	----------

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (SUCH DIFFERENTIAL TO BE APPLIED IN SAME MANNER  
AS THE LOCAL FREIGHT DIFFERENTIAL

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.0 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES DAILY      MILEAGE RATES      RATES
-------------------------------	---

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)	STANDARD BASIC DAILY AND MILEAGE RATES DAILY      MILEAGE RATES      RATES
LESS THAN 80,000	\$353.82      264.28 ¢
80,000 AND LESS THAN 100,000	\$353.82      264.28 ¢
100,000 AND LESS THAN 140,000	\$353.91      264.37 ¢
140,000 AND LESS THAN 170,000	\$353.99      264.45 ¢
170,000 AND LESS THAN 200,000	\$354.08      264.54 ¢
200,000 AND LESS THAN 250,000	\$354.17      264.63 ¢
250,000 AND LESS THAN 300,000	\$354.25      264.71 ¢
300,000 AND LESS THAN 350,000	\$354.34      264.80 ¢
350,000 AND LESS THAN 400,000	\$354.42      264.88 ¢
400,000 AND LESS THAN 450,000	\$354.51      264.97 ¢
450,000 AND LESS THAN 500,000	\$354.60      265.06 ¢
500,000 AND LESS THAN 550,000	\$354.68      265.14 ¢
550,000 AND LESS THAN 600,000	\$354.77      265.23 ¢
600,000 AND LESS THAN 650,000	\$354.85      265.31 ¢
650,000 AND LESS THAN 700,000	\$354.94      265.40 ¢
700,000 AND LESS THAN 750,000	\$355.02      265.48 ¢
750,000 AND LESS THAN 800,000	\$355.11      265.57 ¢
800,000 AND LESS THAN 850,000	\$355.19      265.65 ¢
850,000 AND LESS THAN 900,000	\$355.28      265.74 ¢
900,000 AND LESS THAN 950,000	\$355.36      265.82 ¢
950,000 AND LESS THAN 1,000,000	\$355.45      265.91 ¢
1,000,000 POUNDS AND OVER:	
FOR EACH ADDITIONAL 50,000 POUNDS	
OR FRACTION THEREOF - ADD ALTERNATELY	\$0.08      0.08 ¢
&	\$0.09      0.09 ¢

MOTOR OR ELECTRIC CARS IN MULTIPLE OR SINGLE UNIT	\$354.08	264.54
--	----------	--------

DAILY EARNINGS MINIMUM	\$355.34
------------------------	----------

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (SUCH DIFFERENTIAL TO BE APPLIED IN SAME MANNER  
AS THE LOCAL FREIGHT DIFFERENTIAL

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$335.65	250.54	¢
140,000 AND LESS THAN	200,000	\$336.08	250.97	¢
200,000 AND LESS THAN	250,000	\$336.25	251.14	¢
250,000 AND LESS THAN	300,000	\$336.40	251.29	¢
300,000 AND LESS THAN	350,000	\$336.55	251.44	¢
350,000 AND LESS THAN	400,000	\$336.76	251.65	¢
400,000 AND LESS THAN	450,000	\$336.97	251.86	¢
450,000 AND LESS THAN	500,000	\$337.18	252.07	¢
500,000 AND LESS THAN	550,000	\$337.39	252.28	¢
550,000 AND LESS THAN	600,000	\$337.57	252.46	¢
600,000 AND LESS THAN	650,000	\$337.75	252.64	¢
650,000 AND LESS THAN	700,000	\$337.93	252.82	¢
700,000 AND LESS THAN	750,000	\$338.11	253.00	¢
750,000 AND LESS THAN	800,000	\$338.29	253.18	¢
800,000 AND LESS THAN	850,000	\$338.47	253.36	¢
850,000 AND LESS THAN	900,000	\$338.65	253.54	¢
900,000 AND LESS THAN	950,000	\$338.83	253.72	¢
950,000 AND LESS THAN	1,000,000	\$339.01	253.90	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD:		\$0.18	0.18	¢
DAILY EARNINGS MINIMUM		\$337.16		
ARTICLE III(B) OF AGREEMENT OF OCTOBER 14, 1955				

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (IN ADDITION TO THE LOCAL FREIGHT DIFFERENTIAL  
IF APPLICABLE).

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$348.36	260.06	¢
140,000 AND LESS THAN	200,000	\$348.79	260.49	¢
200,000 AND LESS THAN	250,000	\$348.96	260.66	¢
250,000 AND LESS THAN	300,000	\$349.11	260.81	¢
300,000 AND LESS THAN	350,000	\$349.26	260.96	¢
350,000 AND LESS THAN	400,000	\$349.47	261.17	¢
400,000 AND LESS THAN	450,000	\$349.68	261.38	¢
450,000 AND LESS THAN	500,000	\$349.89	261.59	¢
500,000 AND LESS THAN	550,000	\$350.10	261.80	¢
550,000 AND LESS THAN	600,000	\$350.28	261.98	¢
600,000 AND LESS THAN	650,000	\$350.46	262.16	¢
650,000 AND LESS THAN	700,000	\$350.64	262.34	¢
700,000 AND LESS THAN	750,000	\$350.82	262.52	¢
750,000 AND LESS THAN	800,000	\$351.00	262.70	¢
800,000 AND LESS THAN	850,000	\$351.18	262.88	¢
850,000 AND LESS THAN	900,000	\$351.36	263.06	¢
900,000 AND LESS THAN	950,000	\$351.54	263.24	¢
950,000 AND LESS THAN	1,000,000	\$351.72	263.42	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD:		\$0.18	0.18	¢
DAILY EARNINGS MINIMUM		\$349.87		
ARTICLE III(B) OF AGREEMENT OF OCTOBER 14, 1955				

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (IN ADDITION TO THE LOCAL FREIGHT DIFFERENTIAL  
IF APPLICABLE).

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.5 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$360.67	269.28	¢
140,000 AND LESS THAN	200,000	\$361.10	269.71	¢
200,000 AND LESS THAN	250,000	\$361.27	269.88	¢
250,000 AND LESS THAN	300,000	\$361.42	270.03	¢
300,000 AND LESS THAN	350,000	\$361.57	270.18	¢
350,000 AND LESS THAN	400,000	\$361.78	270.39	¢
400,000 AND LESS THAN	450,000	\$361.99	270.60	¢
450,000 AND LESS THAN	500,000	\$362.20	270.81	¢
500,000 AND LESS THAN	550,000	\$362.41	271.02	¢
550,000 AND LESS THAN	600,000	\$362.59	271.20	¢
600,000 AND LESS THAN	650,000	\$362.77	271.38	¢
650,000 AND LESS THAN	700,000	\$362.95	271.56	¢
700,000 AND LESS THAN	750,000	\$363.13	271.74	¢
750,000 AND LESS THAN	800,000	\$363.31	271.92	¢
800,000 AND LESS THAN	850,000	\$363.49	272.10	¢
850,000 AND LESS THAN	900,000	\$363.67	272.28	¢
900,000 AND LESS THAN	950,000	\$363.85	272.46	¢
950,000 AND LESS THAN	1,000,000	\$364.03	272.64	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD:		\$0.18	0.18	¢
DAILY EARNINGS MINIMUM				
ARTICLE III(B) OF AGREEMENT OF OCTOBER 14, 1955		\$362.18		

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (IN ADDITION TO THE LOCAL FREIGHT DIFFERENTIAL  
IF APPLICABLE).

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$372.50	278.14	¢
140,000 AND LESS THAN	200,000	\$372.93	278.57	¢
200,000 AND LESS THAN	250,000	\$373.10	278.74	¢
250,000 AND LESS THAN	300,000	\$373.25	278.89	¢
300,000 AND LESS THAN	350,000	\$373.40	279.04	¢
350,000 AND LESS THAN	400,000	\$373.61	279.25	¢
400,000 AND LESS THAN	450,000	\$373.82	279.46	¢
450,000 AND LESS THAN	500,000	\$374.03	279.67	¢
500,000 AND LESS THAN	550,000	\$374.24	279.88	¢
550,000 AND LESS THAN	600,000	\$374.42	280.06	¢
600,000 AND LESS THAN	650,000	\$374.60	280.24	¢
650,000 AND LESS THAN	700,000	\$374.78	280.42	¢
700,000 AND LESS THAN	750,000	\$374.96	280.60	¢
750,000 AND LESS THAN	800,000	\$375.14	280.78	¢
800,000 AND LESS THAN	850,000	\$375.32	280.96	¢
850,000 AND LESS THAN	900,000	\$375.50	281.14	¢
900,000 AND LESS THAN	950,000	\$375.68	281.32	¢
950,000 AND LESS THAN	1,000,000	\$375.86	281.50	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD:		\$0.18	0.18	¢
DAILY EARNINGS MINIMUM				
ARTICLE III(B) OF AGREEMENT OF OCTOBER 14, 1955		\$374.01		

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (IN ADDITION TO THE LOCAL FREIGHT DIFFERENTIAL  
IF APPLICABLE).

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.0 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$383.78	286.59	¢
140,000 AND LESS THAN	200,000	\$384.21	287.02	¢
200,000 AND LESS THAN	250,000	\$384.38	287.19	¢
250,000 AND LESS THAN	300,000	\$384.53	287.34	¢
300,000 AND LESS THAN	350,000	\$384.68	287.49	¢
350,000 AND LESS THAN	400,000	\$384.89	287.70	¢
400,000 AND LESS THAN	450,000	\$385.10	287.91	¢
450,000 AND LESS THAN	500,000	\$385.31	288.12	¢
500,000 AND LESS THAN	550,000	\$385.52	288.33	¢
550,000 AND LESS THAN	600,000	\$385.70	288.51	¢
600,000 AND LESS THAN	650,000	\$385.88	288.69	¢
650,000 AND LESS THAN	700,000	\$386.06	288.87	¢
700,000 AND LESS THAN	750,000	\$386.24	289.05	¢
750,000 AND LESS THAN	800,000	\$386.42	289.23	¢
800,000 AND LESS THAN	850,000	\$386.60	289.41	¢
850,000 AND LESS THAN	900,000	\$386.78	289.59	¢
900,000 AND LESS THAN	950,000	\$386.96	289.77	¢
950,000 AND LESS THAN	1,000,000	\$387.14	289.95	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD:		\$0.18	0.18	¢
DAILY EARNINGS MINIMUM				
ARTICLE III(B) OF AGREEMENT OF OCTOBER 14, 1955		\$385.29		

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED,  
A UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY AND 6¢ PER MILE  
FOR MILES IN EXCESS OF THE BASIC DAY WILL BE ADDED TO THE  
ABOVE RATES (IN ADDITION TO THE LOCAL FREIGHT DIFFERENTIAL  
IF APPLICABLE).



STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$324.17	\$353.55
500,000 AND LESS THAN	550,000	\$324.38	\$353.80
550,000 AND LESS THAN	600,000	\$324.56	\$354.02
600,000 AND LESS THAN	650,000	\$324.74	\$354.23
650,000 AND LESS THAN	700,000	\$324.92	\$354.45
700,000 AND LESS THAN	750,000	\$325.10	\$354.67
750,000 AND LESS THAN	800,000	\$325.28	\$354.88
800,000 AND LESS THAN	850,000	\$325.46	\$355.10
850,000 AND LESS THAN	900,000	\$325.64	\$355.31
900,000 AND LESS THAN	950,000	\$325.82	\$355.53
950,000 AND LESS THAN	1,000,000	\$326.00	\$355.75
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS			
OR FRACTION THEREOF - ADD:		\$0.18	\$0.215

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED, A  
UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY WILL BE ADDED  
TO THE ABOVE RATES.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$336.33	\$366.81
500,000 AND LESS THAN	550,000	\$336.54	\$367.06
550,000 AND LESS THAN	600,000	\$336.72	\$367.28
600,000 AND LESS THAN	650,000	\$336.90	\$367.49
650,000 AND LESS THAN	700,000	\$337.08	\$367.71
700,000 AND LESS THAN	750,000	\$337.26	\$367.93
750,000 AND LESS THAN	800,000	\$337.44	\$368.14
800,000 AND LESS THAN	850,000	\$337.62	\$368.36
850,000 AND LESS THAN	900,000	\$337.80	\$368.57
900,000 AND LESS THAN	950,000	\$337.98	\$368.79
950,000 AND LESS THAN	1,000,000	\$338.16	\$369.01
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS			
OR FRACTION THEREOF - ADD:		\$0.18	\$0.215

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED, A  
UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY WILL BE ADDED  
TO THE ABOVE RATES.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.5 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$348.10	\$379.65
500,000 AND LESS THAN	550,000	\$348.31	\$379.90
550,000 AND LESS THAN	600,000	\$348.49	\$380.12
600,000 AND LESS THAN	650,000	\$348.67	\$380.33
650,000 AND LESS THAN	700,000	\$348.85	\$380.55
700,000 AND LESS THAN	750,000	\$349.03	\$380.77
750,000 AND LESS THAN	800,000	\$349.21	\$380.98
800,000 AND LESS THAN	850,000	\$349.39	\$381.20
850,000 AND LESS THAN	900,000	\$349.57	\$381.41
900,000 AND LESS THAN	950,000	\$349.75	\$381.63
950,000 AND LESS THAN	1,000,000	\$349.93	\$381.85
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS			
OR FRACTION THEREOF - ADD:		\$0.18	\$0.215

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED, A  
UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY WILL BE ADDED  
TO THE ABOVE RATES.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$359.41	\$391.99
500,000 AND LESS THAN	550,000	\$359.62	\$392.24
550,000 AND LESS THAN	600,000	\$359.80	\$392.46
600,000 AND LESS THAN	650,000	\$359.98	\$392.67
650,000 AND LESS THAN	700,000	\$360.16	\$392.89
700,000 AND LESS THAN	750,000	\$360.34	\$393.11
750,000 AND LESS THAN	800,000	\$360.52	\$393.32
800,000 AND LESS THAN	850,000	\$360.70	\$393.54
850,000 AND LESS THAN	900,000	\$360.88	\$393.75
900,000 AND LESS THAN	950,000	\$361.06	\$393.97
950,000 AND LESS THAN	1,000,000	\$361.24	\$394.19
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS			
OR FRACTION THEREOF - ADD:		\$0.18	\$0.215

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED, A  
UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY WILL BE ADDED  
TO THE ABOVE RATES.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.0 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$370.19	\$403.75
500,000 AND LESS THAN	550,000	\$370.40	\$404.00
550,000 AND LESS THAN	600,000	\$370.58	\$404.22
600,000 AND LESS THAN	650,000	\$370.76	\$404.43
650,000 AND LESS THAN	700,000	\$370.94	\$404.65
700,000 AND LESS THAN	750,000	\$371.12	\$404.87
750,000 AND LESS THAN	800,000	\$371.30	\$405.08
800,000 AND LESS THAN	850,000	\$371.48	\$405.30
850,000 AND LESS THAN	900,000	\$371.66	\$405.51
900,000 AND LESS THAN	950,000	\$371.84	\$405.73
950,000 AND LESS THAN	1,000,000	\$372.02	\$405.95
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS			
OR FRACTION THEREOF - ADD:		\$0.18	\$0.215

DIFFERENTIAL FOR ENGINEERS WORKING WITHOUT FIREMEN:  
ON LOCOMOTIVES ON WHICH UNDER THE FORMER NATIONAL DIESEL  
AGREEMENT OF 1950 FIREMEN WOULD HAVE BEEN REQUIRED, A  
UNIFORM DIFFERENTIAL OF \$6.00 PER BASIC DAY WILL BE ADDED  
TO THE ABOVE RATES.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**

**LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE**

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	80,000	\$290.15	218.28	¢
80,000 AND LESS THAN	100,000	\$290.24	218.37	¢
100,000 AND LESS THAN	140,000	\$290.32	218.45	¢
140,000 AND LESS THAN	170,000	\$290.50	218.63	¢
170,000 AND LESS THAN	200,000	\$290.58	218.71	¢
200,000 AND LESS THAN	250,000	\$290.67	218.80	¢
250,000 AND LESS THAN	300,000	\$290.67	218.80	¢
300,000 AND LESS THAN	350,000	\$290.75	218.88	¢
350,000 AND LESS THAN	400,000	\$290.84	218.97	¢
400,000 AND LESS THAN	450,000	\$290.93	219.06	¢
450,000 AND LESS THAN	500,000	\$291.01	219.14	¢
500,000 AND LESS THAN	550,000	\$291.10	219.23	¢
550,000 AND LESS THAN	600,000	\$291.18	219.31	¢
600,000 AND LESS THAN	650,000	\$291.26	219.39	¢
650,000 AND LESS THAN	700,000	\$291.34	219.47	¢
700,000 AND LESS THAN	750,000	\$291.42	219.55	¢
750,000 AND LESS THAN	800,000	\$291.50	219.63	¢
800,000 AND LESS THAN	850,000	\$291.58	219.71	¢
850,000 AND LESS THAN	900,000	\$291.66	219.79	¢
900,000 AND LESS THAN	950,000	\$291.74	219.87	¢
950,000 AND LESS THAN	1,000,000	\$291.82	219.95	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD		\$0.08	0.08	¢
DAILY EARNINGS MINIMUM		\$291.49		

B-4 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**

**LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE**

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	80,000	\$301.07	226.51	¢
80,000 AND LESS THAN	100,000	\$301.16	226.60	¢
100,000 AND LESS THAN	140,000	\$301.24	226.68	¢
140,000 AND LESS THAN	170,000	\$301.42	226.86	¢
170,000 AND LESS THAN	200,000	\$301.50	226.94	¢
200,000 AND LESS THAN	250,000	\$301.59	227.03	¢
250,000 AND LESS THAN	300,000	\$301.59	227.03	¢
300,000 AND LESS THAN	350,000	\$301.67	227.11	¢
350,000 AND LESS THAN	400,000	\$301.76	227.20	¢
400,000 AND LESS THAN	450,000	\$301.85	227.29	¢
450,000 AND LESS THAN	500,000	\$301.93	227.37	¢
500,000 AND LESS THAN	550,000	\$302.02	227.46	¢
550,000 AND LESS THAN	600,000	\$302.10	227.54	¢
600,000 AND LESS THAN	650,000	\$302.18	227.62	¢
650,000 AND LESS THAN	700,000	\$302.26	227.70	¢
700,000 AND LESS THAN	750,000	\$302.34	227.78	¢
750,000 AND LESS THAN	800,000	\$302.42	227.86	¢
800,000 AND LESS THAN	850,000	\$302.50	227.94	¢
850,000 AND LESS THAN	900,000	\$302.58	228.02	¢
900,000 AND LESS THAN	950,000	\$302.66	228.10	¢
950,000 AND LESS THAN	1,000,000	\$302.74	228.18	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD		\$0.08	0.08	¢
DAILY EARNINGS MINIMUM		\$302.41		

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.50 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**

**LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE**

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	80,000	\$311.65	234.48	¢
80,000 AND LESS THAN	100,000	\$311.74	234.57	¢
100,000 AND LESS THAN	140,000	\$311.82	234.65	¢
140,000 AND LESS THAN	170,000	\$312.00	234.83	¢
170,000 AND LESS THAN	200,000	\$312.08	234.91	¢
200,000 AND LESS THAN	250,000	\$312.17	235.00	¢
250,000 AND LESS THAN	300,000	\$312.17	235.00	¢
300,000 AND LESS THAN	350,000	\$312.25	235.08	¢
350,000 AND LESS THAN	400,000	\$312.34	235.17	¢
400,000 AND LESS THAN	450,000	\$312.43	235.26	¢
450,000 AND LESS THAN	500,000	\$312.51	235.34	¢
500,000 AND LESS THAN	550,000	\$312.60	235.43	¢
550,000 AND LESS THAN	600,000	\$312.68	235.51	¢
600,000 AND LESS THAN	650,000	\$312.76	235.59	¢
650,000 AND LESS THAN	700,000	\$312.84	235.67	¢
700,000 AND LESS THAN	750,000	\$312.92	235.75	¢
750,000 AND LESS THAN	800,000	\$313.00	235.83	¢
800,000 AND LESS THAN	850,000	\$313.08	235.91	¢
850,000 AND LESS THAN	900,000	\$313.16	235.99	¢
900,000 AND LESS THAN	950,000	\$313.24	236.07	¢
950,000 AND LESS THAN	1,000,000	\$313.32	236.15	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD		\$0.08	0.08	¢
DAILY EARNINGS MINIMUM		\$312.99		

B-4 (SMART-TD) NRLC



STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**

**LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE**

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	80,000	\$321.81	242.14	¢
80,000 AND LESS THAN	100,000	\$321.90	242.23	¢
100,000 AND LESS THAN	140,000	\$321.98	242.31	¢
140,000 AND LESS THAN	170,000	\$322.16	242.49	¢
170,000 AND LESS THAN	200,000	\$322.24	242.57	¢
200,000 AND LESS THAN	250,000	\$322.33	242.66	¢
250,000 AND LESS THAN	300,000	\$322.33	242.66	¢
300,000 AND LESS THAN	350,000	\$322.41	242.74	¢
350,000 AND LESS THAN	400,000	\$322.50	242.83	¢
400,000 AND LESS THAN	450,000	\$322.59	242.92	¢
450,000 AND LESS THAN	500,000	\$322.67	243.00	¢
500,000 AND LESS THAN	550,000	\$322.76	243.09	¢
550,000 AND LESS THAN	600,000	\$322.84	243.17	¢
600,000 AND LESS THAN	650,000	\$322.92	243.25	¢
650,000 AND LESS THAN	700,000	\$323.00	243.33	¢
700,000 AND LESS THAN	750,000	\$323.08	243.41	¢
750,000 AND LESS THAN	800,000	\$323.16	243.49	¢
800,000 AND LESS THAN	850,000	\$323.24	243.57	¢
850,000 AND LESS THAN	900,000	\$323.32	243.65	¢
900,000 AND LESS THAN	950,000	\$323.40	243.73	¢
950,000 AND LESS THAN	1,000,000	\$323.48	243.81	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD		\$0.08	0.08	¢
DAILY EARNINGS MINIMUM		\$323.15		

B-4 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**

**LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE**

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	80,000	\$331.50	249.44	¢
80,000 AND LESS THAN	100,000	\$331.59	249.53	¢
100,000 AND LESS THAN	140,000	\$331.67	249.61	¢
140,000 AND LESS THAN	170,000	\$331.85	249.79	¢
170,000 AND LESS THAN	200,000	\$331.93	249.87	¢
200,000 AND LESS THAN	250,000	\$332.02	249.96	¢
250,000 AND LESS THAN	300,000	\$332.02	249.96	¢
300,000 AND LESS THAN	350,000	\$332.10	250.04	¢
350,000 AND LESS THAN	400,000	\$332.19	250.13	¢
400,000 AND LESS THAN	450,000	\$332.28	250.22	¢
450,000 AND LESS THAN	500,000	\$332.36	250.30	¢
500,000 AND LESS THAN	550,000	\$332.45	250.39	¢
550,000 AND LESS THAN	600,000	\$332.53	250.47	¢
600,000 AND LESS THAN	650,000	\$332.61	250.55	¢
650,000 AND LESS THAN	700,000	\$332.69	250.63	¢
700,000 AND LESS THAN	750,000	\$332.77	250.71	¢
750,000 AND LESS THAN	800,000	\$332.85	250.79	¢
800,000 AND LESS THAN	850,000	\$332.93	250.87	¢
850,000 AND LESS THAN	900,000	\$333.01	250.95	¢
900,000 AND LESS THAN	950,000	\$333.09	251.03	¢
950,000 AND LESS THAN	1,000,000	\$333.17	251.11	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD		\$0.08	0.08	¢
DAILY EARNINGS MINIMUM		\$332.84		

B-4 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$307.49	230.97	¢
140,000 AND LESS THAN	200,000	\$307.84	231.32	¢
200,000 AND LESS THAN	250,000	\$308.01	231.49	¢
250,000 AND LESS THAN	300,000	\$308.18	231.66	¢
300,000 AND LESS THAN	350,000	\$308.45	231.93	¢
350,000 AND LESS THAN	400,000	\$308.53	232.01	¢
400,000 AND LESS THAN	450,000	\$308.69	232.17	¢
450,000 AND LESS THAN	500,000	\$308.85	232.33	¢
500,000 AND LESS THAN	550,000	\$309.01	232.49	¢
550,000 AND LESS THAN	600,000	\$309.17	232.65	¢
600,000 AND LESS THAN	650,000	\$309.33	232.81	¢
650,000 AND LESS THAN	700,000	\$309.49	232.97	¢
700,000 AND LESS THAN	750,000	\$309.65	233.13	¢
750,000 AND LESS THAN	800,000	\$309.81	233.29	¢
800,000 AND LESS THAN	850,000	\$309.97	233.45	¢
850,000 AND LESS THAN	900,000	\$310.13	233.61	¢
900,000 AND LESS THAN	950,000	\$310.29	233.77	¢
950,000 AND LESS THAN	1,000,000	\$310.45	233.93	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	0.16	¢
DAILY EARNINGS MINIMUM		\$308.91		
ARTICLE III(B) OF AGREEMENT OCT. 27, 1955				

-----  
LOCOMOTIVE FIREMEN (HELPERS) -- YARD SERVICE,  
AND HOSTLER AND HOSTLER HELPERS

<u>YARD SERVICE</u> WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$302.23	\$323.97
500,000 AND LESS THAN	550,000	\$302.39	\$324.16
550,000 AND LESS THAN	600,000	\$302.55	\$324.35
600,000 AND LESS THAN	650,000	\$302.71	\$324.54
650,000 AND LESS THAN	700,000	\$302.87	\$324.73
700,000 AND LESS THAN	750,000	\$303.03	\$324.93
750,000 AND LESS THAN	800,000	\$303.19	\$325.12
800,000 AND LESS THAN	850,000	\$303.35	\$325.31
850,000 AND LESS THAN	900,000	\$303.51	\$325.50
900,000 AND LESS THAN	950,000	\$303.67	\$325.69
950,000 AND LESS THAN	1,000,000	\$303.83	\$325.89
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	\$0.19
<u>HOSTLING SERVICE</u>			
OUTSIDE HOSTLER		\$301.26	\$323.09
INSIDE HOSTLER		\$296.24	\$317.00
OUTSIDE HOSTLER HELPER		\$291.69	\$311.11

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$319.13	239.74	¢
140,000 AND LESS THAN	200,000	\$319.48	240.09	¢
200,000 AND LESS THAN	250,000	\$319.65	240.26	¢
250,000 AND LESS THAN	300,000	\$319.82	240.43	¢
300,000 AND LESS THAN	350,000	\$320.09	240.70	¢
350,000 AND LESS THAN	400,000	\$320.17	240.78	¢
400,000 AND LESS THAN	450,000	\$320.33	240.94	¢
450,000 AND LESS THAN	500,000	\$320.49	241.10	¢
500,000 AND LESS THAN	550,000	\$320.65	241.26	¢
550,000 AND LESS THAN	600,000	\$320.81	241.42	¢
600,000 AND LESS THAN	650,000	\$320.97	241.58	¢
650,000 AND LESS THAN	700,000	\$321.13	241.74	¢
700,000 AND LESS THAN	750,000	\$321.29	241.90	¢
750,000 AND LESS THAN	800,000	\$321.45	242.06	¢
800,000 AND LESS THAN	850,000	\$321.61	242.22	¢
850,000 AND LESS THAN	900,000	\$321.77	242.38	¢
900,000 AND LESS THAN	950,000	\$321.93	242.54	¢
950,000 AND LESS THAN	1,000,000	\$322.09	242.70	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	0.16	¢
DAILY EARNINGS MINIMUM		\$320.55		
ARTICLE III(B) OF AGREEMENT OCT. 27, 1955				

-----  
LOCOMOTIVE FIREMEN (HELPERS) -- YARD SERVICE,  
AND HOSTLER AND HOSTLER HELPERS

<u>YARD SERVICE</u> WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$313.56	\$336.12
500,000 AND LESS THAN	550,000	\$313.72	\$336.31
550,000 AND LESS THAN	600,000	\$313.88	\$336.50
600,000 AND LESS THAN	650,000	\$314.04	\$336.69
650,000 AND LESS THAN	700,000	\$314.20	\$336.88
700,000 AND LESS THAN	750,000	\$314.36	\$337.08
750,000 AND LESS THAN	800,000	\$314.52	\$337.27
800,000 AND LESS THAN	850,000	\$314.68	\$337.46
850,000 AND LESS THAN	900,000	\$314.84	\$337.65
900,000 AND LESS THAN	950,000	\$315.00	\$337.84
950,000 AND LESS THAN	1,000,000	\$315.16	\$338.04
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	\$0.19
<u>HOSTLING SERVICE</u>			
OUTSIDE HOSTLER		\$312.56	\$335.21
INSIDE HOSTLER		\$307.35	\$328.89
OUTSIDE HOSTLER HELPER		\$302.63	\$322.78

B-5 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.5 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$330.40	248.23	¢
140,000 AND LESS THAN	200,000	\$330.75	248.58	¢
200,000 AND LESS THAN	250,000	\$330.92	248.75	¢
250,000 AND LESS THAN	300,000	\$331.09	248.92	¢
300,000 AND LESS THAN	350,000	\$331.36	249.19	¢
350,000 AND LESS THAN	400,000	\$331.44	249.27	¢
400,000 AND LESS THAN	450,000	\$331.60	249.43	¢
450,000 AND LESS THAN	500,000	\$331.76	249.59	¢
500,000 AND LESS THAN	550,000	\$331.92	249.75	¢
550,000 AND LESS THAN	600,000	\$332.08	249.91	¢
600,000 AND LESS THAN	650,000	\$332.24	250.07	¢
650,000 AND LESS THAN	700,000	\$332.40	250.23	¢
700,000 AND LESS THAN	750,000	\$332.56	250.39	¢
750,000 AND LESS THAN	800,000	\$332.72	250.55	¢
800,000 AND LESS THAN	850,000	\$332.88	250.71	¢
850,000 AND LESS THAN	900,000	\$333.04	250.87	¢
900,000 AND LESS THAN	950,000	\$333.20	251.03	¢
950,000 AND LESS THAN	1,000,000	\$333.36	251.19	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	0.16	¢
DAILY EARNINGS MINIMUM		\$331.82		
ARTICLE III(B) OF AGREEMENT OCT. 27, 1955				

-----  
LOCOMOTIVE FIREMEN (HELPERS) -- YARD SERVICE,  
AND HOSTLER AND HOSTLER HELPERS

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$324.53	\$347.88
500,000 AND LESS THAN	550,000	\$324.69	\$348.07
550,000 AND LESS THAN	600,000	\$324.85	\$348.26
600,000 AND LESS THAN	650,000	\$325.01	\$348.45
650,000 AND LESS THAN	700,000	\$325.17	\$348.64
700,000 AND LESS THAN	750,000	\$325.33	\$348.84
750,000 AND LESS THAN	800,000	\$325.49	\$349.03
800,000 AND LESS THAN	850,000	\$325.65	\$349.22
850,000 AND LESS THAN	900,000	\$325.81	\$349.41
900,000 AND LESS THAN	950,000	\$325.97	\$349.60
950,000 AND LESS THAN	1,000,000	\$326.13	\$349.80
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	\$0.19
<u>HOSTLING SERVICE</u>			
OUTSIDE HOSTLER		\$323.50	\$346.94
INSIDE HOSTLER		\$318.11	\$340.40
OUTSIDE HOSTLER HELPER		\$313.22	\$334.08

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$341.23	256.39	¢
140,000 AND LESS THAN	200,000	\$341.58	256.74	¢
200,000 AND LESS THAN	250,000	\$341.75	256.91	¢
250,000 AND LESS THAN	300,000	\$341.92	257.08	¢
300,000 AND LESS THAN	350,000	\$342.19	257.35	¢
350,000 AND LESS THAN	400,000	\$342.27	257.43	¢
400,000 AND LESS THAN	450,000	\$342.43	257.59	¢
450,000 AND LESS THAN	500,000	\$342.59	257.75	¢
500,000 AND LESS THAN	550,000	\$342.75	257.91	¢
550,000 AND LESS THAN	600,000	\$342.91	258.07	¢
600,000 AND LESS THAN	650,000	\$343.07	258.23	¢
650,000 AND LESS THAN	700,000	\$343.23	258.39	¢
700,000 AND LESS THAN	750,000	\$343.39	258.55	¢
750,000 AND LESS THAN	800,000	\$343.55	258.71	¢
800,000 AND LESS THAN	850,000	\$343.71	258.87	¢
850,000 AND LESS THAN	900,000	\$343.87	259.03	¢
900,000 AND LESS THAN	950,000	\$344.03	259.19	¢
950,000 AND LESS THAN	1,000,000	\$344.19	259.35	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	0.16	¢
DAILY EARNINGS MINIMUM		\$342.65		
ARTICLE III(B) OF AGREEMENT OCT. 27, 1955				

-----  
LOCOMOTIVE FIREMEN (HELPERS) -- YARD SERVICE,  
AND HOSTLER AND HOSTLER HELPERS

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$335.08	\$359.19
500,000 AND LESS THAN	550,000	\$335.24	\$359.38
550,000 AND LESS THAN	600,000	\$335.40	\$359.57
600,000 AND LESS THAN	650,000	\$335.56	\$359.76
650,000 AND LESS THAN	700,000	\$335.72	\$359.95
700,000 AND LESS THAN	750,000	\$335.88	\$360.15
750,000 AND LESS THAN	800,000	\$336.04	\$360.34
800,000 AND LESS THAN	850,000	\$336.20	\$360.53
850,000 AND LESS THAN	900,000	\$336.36	\$360.72
900,000 AND LESS THAN	950,000	\$336.52	\$360.91
950,000 AND LESS THAN	1,000,000	\$336.68	\$361.11
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	\$0.19
<u>HOSTLING SERVICE</u>			
OUTSIDE HOSTLER		\$334.01	\$358.22
INSIDE HOSTLER		\$328.45	\$351.46
OUTSIDE HOSTLER HELPER		\$323.40	\$344.94

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.0 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES		
		DAILY RATES	MILEAGE RATES	
LESS THAN	140,000	\$351.56	264.17	¢
140,000 AND LESS THAN	200,000	\$351.91	264.52	¢
200,000 AND LESS THAN	250,000	\$352.08	264.69	¢
250,000 AND LESS THAN	300,000	\$352.25	264.86	¢
300,000 AND LESS THAN	350,000	\$352.52	265.13	¢
350,000 AND LESS THAN	400,000	\$352.60	265.21	¢
400,000 AND LESS THAN	450,000	\$352.76	265.37	¢
450,000 AND LESS THAN	500,000	\$352.92	265.53	¢
500,000 AND LESS THAN	550,000	\$353.08	265.69	¢
550,000 AND LESS THAN	600,000	\$353.24	265.85	¢
600,000 AND LESS THAN	650,000	\$353.40	266.01	¢
650,000 AND LESS THAN	700,000	\$353.56	266.17	¢
700,000 AND LESS THAN	750,000	\$353.72	266.33	¢
750,000 AND LESS THAN	800,000	\$353.88	266.49	¢
800,000 AND LESS THAN	850,000	\$354.04	266.65	¢
850,000 AND LESS THAN	900,000	\$354.20	266.81	¢
900,000 AND LESS THAN	950,000	\$354.36	266.97	¢
950,000 AND LESS THAN	1,000,000	\$354.52	267.13	¢
1,000,000 POUNDS AND OVER:				
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	0.16	¢
DAILY EARNINGS MINIMUM		\$352.98		
ARTICLE III(B) OF AGREEMENT OCT. 27, 1955				

-----  
LOCOMOTIVE FIREMEN (HELPERS) -- YARD SERVICE,  
AND HOSTLER AND HOSTLER HELPERS

<u>YARD SERVICE</u> WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY RATES	
		6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
LESS THAN	500,000	\$345.13	\$369.97
500,000 AND LESS THAN	550,000	\$345.29	\$370.16
550,000 AND LESS THAN	600,000	\$345.45	\$370.35
600,000 AND LESS THAN	650,000	\$345.61	\$370.54
650,000 AND LESS THAN	700,000	\$345.77	\$370.73
700,000 AND LESS THAN	750,000	\$345.93	\$370.93
750,000 AND LESS THAN	800,000	\$346.09	\$371.12
800,000 AND LESS THAN	850,000	\$346.25	\$371.31
850,000 AND LESS THAN	900,000	\$346.41	\$371.50
900,000 AND LESS THAN	950,000	\$346.57	\$371.69
950,000 AND LESS THAN	1,000,000	\$346.73	\$371.89
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD		\$0.16	\$0.19
<u>HOSTLING SERVICE</u>			
OUTSIDE HOSTLER		\$344.03	\$368.97
INSIDE HOSTLER		\$338.30	\$362.00
OUTSIDE HOSTLER HELPER		\$333.10	\$355.29

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**

**LOCOMOTIVE FIREMEN IN SHORT LOCAL FREIGHT SERVICE**  
**ON RUNS OF 100 MILES OR LESS**  
**WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT**  
**A MILEAGE COMPONENT**

RATES ARE CALCULATED BY SUBTRACTING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY FROM THE SHORT LOCAL STANDARD BASIC DAILY RATES OF PAY ESTABLISHED UNDER ARTICLE II(C) OF THE SEPTEMBER 14, 1968 AGREEMENT, ADDING ALL SUBSEQUENT GENERAL WAGE INCREASES AND COST-OF-LIVING ADJUSTMENTS, AND THEN ADDING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY.

WEIGHT ON DRIVERS (POUNDS)		STANDARD DAILY RATES
LESS THAN	140,000	\$310.50
140,000 AND LESS THAN	200,000	\$310.85
200,000 AND LESS THAN	250,000	\$311.02
250,000 AND LESS THAN	300,000	\$311.19
300,000 AND LESS THAN	350,000	\$311.46
350,000 AND LESS THAN	400,000	\$311.54
400,000 AND LESS THAN	450,000	\$311.70
450,000 AND LESS THAN	500,000	\$311.86
500,000 AND LESS THAN	550,000	\$312.02
550,000 AND LESS THAN	600,000	\$312.18
600,000 AND LESS THAN	650,000	\$312.34
650,000 AND LESS THAN	700,000	\$312.50
700,000 AND LESS THAN	750,000	\$312.66
750,000 AND LESS THAN	800,000	\$312.82
800,000 AND LESS THAN	850,000	\$312.98
850,000 AND LESS THAN	900,000	\$313.14
900,000 AND LESS THAN	950,000	\$313.30
950,000 AND LESS THAN	1,000,000	\$313.46
1,000,000 POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS		
OR FRACTION THEREOF - ADD:		\$0.16

B-6 (SMART-TD) NRLC



STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**

**LOCOMOTIVE FIREMEN IN SHORT LOCAL FREIGHT SERVICE**  
**ON RUNS OF 100 MILES OR LESS**  
**WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT**  
**A MILEAGE COMPONENT**

RATES ARE CALCULATED BY SUBTRACTING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY FROM THE SHORT LOCAL STANDARD BASIC DAILY RATES OF PAY ESTABLISHED UNDER ARTICLE II(C) OF THE SEPTEMBER 14, 1968 AGREEMENT, ADDING ALL SUBSEQUENT GENERAL WAGE INCREASES AND COST-OF-LIVING ADJUSTMENTS, AND THEN ADDING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY.

WEIGHT ON DRIVERS (POUNDS)		STANDARD DAILY RATES
LESS THAN	140,000	\$322.24
140,000 AND LESS THAN	200,000	\$322.59
200,000 AND LESS THAN	250,000	\$322.76
250,000 AND LESS THAN	300,000	\$322.93
300,000 AND LESS THAN	350,000	\$323.20
350,000 AND LESS THAN	400,000	\$323.28
400,000 AND LESS THAN	450,000	\$323.44
450,000 AND LESS THAN	500,000	\$323.60
500,000 AND LESS THAN	550,000	\$323.76
550,000 AND LESS THAN	600,000	\$323.92
600,000 AND LESS THAN	650,000	\$324.08
650,000 AND LESS THAN	700,000	\$324.24
700,000 AND LESS THAN	750,000	\$324.40
750,000 AND LESS THAN	800,000	\$324.56
800,000 AND LESS THAN	850,000	\$324.72
850,000 AND LESS THAN	900,000	\$324.88
900,000 AND LESS THAN	950,000	\$325.04
950,000 AND LESS THAN	1,000,000	\$325.20
1,000,000 POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS		
OR FRACTION THEREOF - ADD:		\$0.16

B-6 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.5 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**

**LOCOMOTIVE FIREMEN IN SHORT LOCAL FREIGHT SERVICE**  
**ON RUNS OF 100 MILES OR LESS**  
**WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT**  
**A MILEAGE COMPONENT**

RATES ARE CALCULATED BY SUBTRACTING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY FROM THE SHORT LOCAL STANDARD BASIC DAILY RATES OF PAY ESTABLISHED UNDER ARTICLE II(C) OF THE SEPTEMBER 14, 1968 AGREEMENT, ADDING ALL SUBSEQUENT GENERAL WAGE INCREASES AND COST-OF-LIVING ADJUSTMENTS, AND THEN ADDING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY.

WEIGHT ON DRIVERS (POUNDS)		STANDARD DAILY RATES
LESS THAN	140,000	\$333.61
140,000 AND LESS THAN	200,000	\$333.96
200,000 AND LESS THAN	250,000	\$334.13
250,000 AND LESS THAN	300,000	\$334.30
300,000 AND LESS THAN	350,000	\$334.57
350,000 AND LESS THAN	400,000	\$334.65
400,000 AND LESS THAN	450,000	\$334.81
450,000 AND LESS THAN	500,000	\$334.97
500,000 AND LESS THAN	550,000	\$335.13
550,000 AND LESS THAN	600,000	\$335.29
600,000 AND LESS THAN	650,000	\$335.45
650,000 AND LESS THAN	700,000	\$335.61
700,000 AND LESS THAN	750,000	\$335.77
750,000 AND LESS THAN	800,000	\$335.93
800,000 AND LESS THAN	850,000	\$336.09
850,000 AND LESS THAN	900,000	\$336.25
900,000 AND LESS THAN	950,000	\$336.41
950,000 AND LESS THAN	1,000,000	\$336.57
1,000,000 POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS		
OR FRACTION THEREOF - ADD:		\$0.16

B-6 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**

**LOCOMOTIVE FIREMEN IN SHORT LOCAL FREIGHT SERVICE**  
**ON RUNS OF 100 MILES OR LESS**  
**WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT**  
**A MILEAGE COMPONENT**

RATES ARE CALCULATED BY SUBTRACTING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY FROM THE SHORT LOCAL STANDARD BASIC DAILY RATES OF PAY ESTABLISHED UNDER ARTICLE II(C) OF THE SEPTEMBER 14, 1968 AGREEMENT, ADDING ALL SUBSEQUENT GENERAL WAGE INCREASES AND COST-OF-LIVING ADJUSTMENTS, AND THEN ADDING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY.

WEIGHT ON DRIVERS (POUNDS)		STANDARD DAILY RATES
LESS THAN	140,000	\$344.53
140,000 AND LESS THAN	200,000	\$344.88
200,000 AND LESS THAN	250,000	\$345.05
250,000 AND LESS THAN	300,000	\$345.22
300,000 AND LESS THAN	350,000	\$345.49
350,000 AND LESS THAN	400,000	\$345.57
400,000 AND LESS THAN	450,000	\$345.73
450,000 AND LESS THAN	500,000	\$345.89
500,000 AND LESS THAN	550,000	\$346.05
550,000 AND LESS THAN	600,000	\$346.21
600,000 AND LESS THAN	650,000	\$346.37
650,000 AND LESS THAN	700,000	\$346.53
700,000 AND LESS THAN	750,000	\$346.69
750,000 AND LESS THAN	800,000	\$346.85
800,000 AND LESS THAN	850,000	\$347.01
850,000 AND LESS THAN	900,000	\$347.17
900,000 AND LESS THAN	950,000	\$347.33
950,000 AND LESS THAN	1,000,000	\$347.49
1,000,000 POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS		
OR FRACTION THEREOF - ADD:		\$0.16

B-6 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.0 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**

**LOCOMOTIVE FIREMEN IN SHORT LOCAL FREIGHT SERVICE**  
**ON RUNS OF 100 MILES OR LESS**  
**WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT**  
**A MILEAGE COMPONENT**

RATES ARE CALCULATED BY SUBTRACTING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY FROM THE SHORT LOCAL STANDARD BASIC DAILY RATES OF PAY ESTABLISHED UNDER ARTICLE II(C) OF THE SEPTEMBER 14, 1968 AGREEMENT, ADDING ALL SUBSEQUENT GENERAL WAGE INCREASES AND COST-OF-LIVING ADJUSTMENTS, AND THEN ADDING THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 43 CENTS PER BASIC DAY.

WEIGHT ON DRIVERS (POUNDS)		STANDARD DAILY RATES
LESS THAN	140,000	\$354.94
140,000 AND LESS THAN	200,000	\$355.29
200,000 AND LESS THAN	250,000	\$355.46
250,000 AND LESS THAN	300,000	\$355.63
300,000 AND LESS THAN	350,000	\$355.90
350,000 AND LESS THAN	400,000	\$355.98
400,000 AND LESS THAN	450,000	\$356.14
450,000 AND LESS THAN	500,000	\$356.30
500,000 AND LESS THAN	550,000	\$356.46
550,000 AND LESS THAN	600,000	\$356.62
600,000 AND LESS THAN	650,000	\$356.78
650,000 AND LESS THAN	700,000	\$356.94
700,000 AND LESS THAN	750,000	\$357.10
750,000 AND LESS THAN	800,000	\$357.26
800,000 AND LESS THAN	850,000	\$357.42
850,000 AND LESS THAN	900,000	\$357.58
900,000 AND LESS THAN	950,000	\$357.74
950,000 AND LESS THAN	1,000,000	\$357.90
1,000,000 POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS		
OR FRACTION THEREOF - ADD:		\$0.16

B-6 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**

**CONDUCTORS AND TRAINMEN - PASSENGER AND THROUGH FREIGHT SERVICE**

	DAILY RATES		MILEAGE RATES			
	UNDER AGREEMENTS HELD BY FORMER:					
	ORC&B-ALL		ORC&B-ALL			
	REGIONS	BRT	REGIONS	BRT		
	BRT-EAST	WESTERN	BRT-EAST	WESTERN		
	SOUTHEAST	REGION	SOUTHEAST	REGION		
			FOR MILES IN EXCESS OF			
			BASIC DAY			
<u>PASSENGER CONDUCTORS AND TRAINMEN</u>						
CONDUCTORS	\$309.71	\$309.52	154.47	¢	154.29	¢
ASST CONDUCTORS-TICKET COLLECTORS	\$291.97	\$291.68	146.66	¢	146.46	¢
BRAKEMEN AND FLAGMEN	\$285.76	\$285.40	143.45	¢	143.28	¢
TRAIN BAGGAGEMEN	\$287.02	\$286.71	144.20	¢	143.99	¢
-----						
			FOR MILES IN EXCESS OF			
			BASIC DAY			
<u>THROUGH FREIGHT CONDUCTORS</u>						
BASIC RATES	\$304.10	\$303.79	227.68	¢	227.26	¢
RATES INCLUDING CAR SCALE ADDITIVES						
PROVIDED BY THE AGREEMENT OF						
MAY 26, 1955:						
LESS THAN	81 CARS	\$304.45	\$304.14	228.03	¢	227.61 ¢
81 TO	105 CARS	\$305.10	\$304.79	228.68	¢	228.26 ¢
106 TO	125 CARS	\$305.50	\$305.19	229.08	¢	228.66 ¢
126 TO	145 CARS	\$305.75	\$305.44	229.33	¢	228.91 ¢
146 TO	165 CARS	\$305.85	\$305.54	229.43	¢	229.01 ¢
	166 CARS AND OVER	*	*	**	**	
-----						
			FOR MILES IN EXCESS OF			
			BASIC DAY			
<u>THROUGH FREIGHT BRAKEMEN AND FLAGMEN</u>						
BASIC RATES	\$285.31	\$285.05	214.96	¢	214.68	¢
RATES INCLUDING CAR SCALE ADDITIVES						
PROVIDED BY THE AGREEMENT						
MAY 26, 1955:						
LESS THAN	81 CARS	\$285.66	\$285.40	215.31	¢	215.03 ¢
81 TO	105 CARS	\$286.31	\$286.05	215.96	¢	215.68 ¢
106 TO	125 CARS	\$286.71	\$286.45	216.36	¢	216.08 ¢
126 TO	145 CARS	\$286.96	\$286.70	216.61	¢	216.33 ¢
146 TO	165 CARS	\$287.06	\$286.80	216.71	¢	216.43 ¢
	166 CARS AND OVER	*	*	**	**	

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

\*\* ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**

**CONDUCTORS AND TRAINMEN - PASSENGER AND THROUGH FREIGHT SERVICE**

	DAILY RATES		MILEAGE RATES			
	UNDER AGREEMENTS HELD BY FORMER:					
	ORC&B-ALL REGIONS BRT-EAST SOUTHEAST	BRT WESTERN REGION	ORC&B-ALL REGIONS BRT-EAST SOUTHEAST		BRT WESTERN REGION	
	FOR MILES IN EXCESS OF BASIC DAY					
<u>PASSENGER CONDUCTORS AND TRAINMEN</u>						
CONDUCTORS	\$321.32	\$321.13	160.26	¢	160.08	¢
ASST CONDUCTORS-TICKET COLLECTORS	\$302.92	\$302.62	152.16	¢	151.95	¢
BRAKEMEN AND FLAGMEN	\$296.48	\$296.10	148.83	¢	148.65	¢
TRAIN BAGGAGEMEN	\$297.78	\$297.46	149.61	¢	149.39	¢
-----						
	FOR MILES IN EXCESS OF BASIC DAY					
<u>THROUGH FREIGHT CONDUCTORS</u>						
BASIC RATES	\$315.50	\$315.18	236.22	¢	235.78	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN 81 CARS	\$315.85	\$315.53	236.57	¢	236.13	¢
81 TO 105 CARS	\$316.50	\$316.18	237.22	¢	236.78	¢
106 TO 125 CARS	\$316.90	\$316.58	237.62	¢	237.18	¢
126 TO 145 CARS	\$317.15	\$316.83	237.87	¢	237.43	¢
146 TO 165 CARS	\$317.25	\$316.93	237.97	¢	237.53	¢
166 CARS AND OVER	*	*	**		**	
-----						
	FOR MILES IN EXCESS OF BASIC DAY					
<u>THROUGH FREIGHT BRAKEMEN AND FLAGMEN</u>						
BASIC RATES	\$296.01	\$295.74	223.02	¢	222.73	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT MAY 26, 1955:						
LESS THAN 81 CARS	\$296.36	\$296.09	223.37	¢	223.08	¢
81 TO 105 CARS	\$297.01	\$296.74	224.02	¢	223.73	¢
106 TO 125 CARS	\$297.41	\$297.14	224.42	¢	224.13	¢
126 TO 145 CARS	\$297.66	\$297.39	224.67	¢	224.38	¢
146 TO 165 CARS	\$297.76	\$297.49	224.77	¢	224.48	¢
166 CARS AND OVER	*	*	**		**	

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

\*\* ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.5 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**

**CONDUCTORS AND TRAINMEN - PASSENGER AND THROUGH FREIGHT SERVICE**

		DAILY RATES		MILEAGE RATES		
		UNDER AGREEMENTS HELD BY FORMER:				
		ORC&B-ALL		ORC&B-ALL		
		REGIONS	BRT	REGIONS	BRT	
		BRT-EAST	WESTERN	BRT-EAST	WESTERN	
		SOUTHEAST	REGION	SOUTHEAST	REGION	
		FOR MILES IN EXCESS OF				
		BASIC DAY				
<u>PASSENGER CONDUCTORS AND TRAINMEN</u>						
CONDUCTORS		\$332.57	\$332.37	165.87	¢ 165.68	¢
ASST CONDUCTORS-TICKET COLLECTORS		\$313.52	\$313.21	157.49	¢ 157.27	¢
BRAKEMEN AND FLAGMEN		\$306.86	\$306.46	154.04	¢ 153.85	¢
TRAIN BAGGAGEMEN		\$308.20	\$307.87	154.85	¢ 154.62	¢
-----						
		FOR MILES IN EXCESS OF				
		BASIC DAY				
<u>THROUGH FREIGHT CONDUCTORS</u>						
BASIC RATES		\$326.89	\$326.56	244.84	¢ 244.38	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN	81 CARS	\$326.89	\$326.56	244.84	¢ 244.38	¢
81 TO	105 CARS	\$327.54	\$327.21	245.49	¢ 245.03	¢
106 TO	125 CARS	\$327.94	\$327.61	245.89	¢ 245.43	¢
126 TO	145 CARS	\$328.19	\$327.86	246.14	¢ 245.68	¢
146 TO	165 CARS	\$328.29	\$327.96	246.24	¢ 245.78	¢
	166 CARS AND OVER	*	*	**	**	
-----						
		FOR MILES IN EXCESS OF				
		BASIC DAY				
<u>THROUGH FREIGHT BRAKEMEN AND FLAGMEN</u>						
BASIC RATES		\$306.37	\$306.09	230.83	¢ 230.53	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT MAY 26, 1955:						
LESS THAN	81 CARS	\$306.72	\$306.44	231.18	¢ 230.88	¢
81 TO	105 CARS	\$307.37	\$307.09	231.83	¢ 231.53	¢
106 TO	125 CARS	\$307.77	\$307.49	232.23	¢ 231.93	¢
126 TO	145 CARS	\$308.02	\$307.74	232.48	¢ 232.18	¢
146 TO	165 CARS	\$308.12	\$307.84	232.58	¢ 232.28	¢
	166 CARS AND OVER	*	*	**	**	

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

\*\* ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**

**CONDUCTORS AND TRAINMEN - PASSENGER AND THROUGH FREIGHT SERVICE**

	DAILY RATES		MILEAGE RATES			
	UNDER AGREEMENTS HELD BY FORMER:					
	ORC&B-ALL REGIONS BRT-EAST SOUTHEAST	BRT WESTERN REGION	ORC&B-ALL REGIONS BRT-EAST SOUTHEAST		BRT WESTERN REGION	
	FOR MILES IN EXCESS OF BASIC DAY					
<u>PASSENGER CONDUCTORS AND TRAINMEN</u>						
CONDUCTORS	\$343.38	\$343.17	171.26	¢	171.06	¢
ASST CONDUCTORS-TICKET COLLECTORS	\$323.71	\$323.39	162.61	¢	162.38	¢
BRAKEMEN AND FLAGMEN	\$316.83	\$316.42	159.05	¢	158.85	¢
TRAIN BAGGAGEMEN	\$318.22	\$317.88	159.88	¢	159.65	¢
-----						
	FOR MILES IN EXCESS OF BASIC DAY					
<u>THROUGH FREIGHT CONDUCTORS</u>						
BASIC RATES	\$337.15	\$336.81	252.44	¢	251.96	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN 81 CARS	\$337.50	\$337.16	252.79	¢	252.31	¢
81 TO 105 CARS	\$338.15	\$337.81	253.44	¢	252.96	¢
106 TO 125 CARS	\$338.55	\$338.21	253.84	¢	253.36	¢
126 TO 145 CARS	\$338.80	\$338.46	254.09	¢	253.61	¢
146 TO 165 CARS	\$338.90	\$338.56	254.19	¢	253.71	¢
166 CARS AND OVER	*	*	**		**	
-----						
	FOR MILES IN EXCESS OF BASIC DAY					
<u>THROUGH FREIGHT BRAKEMEN AND FLAGMEN</u>						
BASIC RATES	\$316.33	\$316.04	238.33	¢	238.02	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT MAY 26, 1955:						
LESS THAN 81 CARS	\$316.68	\$316.39	238.68	¢	238.37	¢
81 TO 105 CARS	\$317.33	\$317.04	239.33	¢	239.02	¢
106 TO 125 CARS	\$317.73	\$317.44	239.73	¢	239.42	¢
126 TO 145 CARS	\$317.98	\$317.69	239.98	¢	239.67	¢
146 TO 165 CARS	\$318.08	\$317.79	240.08	¢	239.77	¢
166 CARS AND OVER	*	*	**		**	

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

\*\* ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF



STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.0 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**

**CONDUCTORS AND TRAINMEN - PASSENGER AND THROUGH FREIGHT SERVICE**

		DAILY RATES		MILEAGE RATES		
		UNDER AGREEMENTS HELD BY FORMER:				
		ORC&B-ALL		ORC&B-ALL		
		REGIONS	BRT	REGIONS	BRT	
		BRT-EAST	WESTERN	BRT-EAST	WESTERN	
		SOUTHEAST	REGION	SOUTHEAST	REGION	
		FOR MILES IN EXCESS OF				
		BASIC DAY				
<u>PASSENGER CONDUCTORS AND TRAINMEN</u>						
CONDUCTORS		\$353.68	\$353.47	176.40	¢ 176.19	¢
ASST CONDUCTORS-TICKET COLLECTORS		\$333.42	\$333.09	167.49	¢ 167.25	¢
BRAKEMEN AND FLAGMEN		\$326.33	\$325.91	163.82	¢ 163.62	¢
TRAIN BAGGAGEMEN		\$327.77	\$327.42	164.68	¢ 164.44	¢
-----						
		FOR MILES IN EXCESS OF				
		BASIC DAY				
<u>THROUGH FREIGHT CONDUCTORS</u>						
BASIC RATES		\$347.26	\$346.91	260.01	¢ 259.52	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN 81 CARS		\$347.61	\$347.26	260.36	¢ 259.87	¢
81 TO 105 CARS		\$348.26	\$347.91	261.01	¢ 260.52	¢
106 TO 125 CARS		\$348.66	\$348.31	261.41	¢ 260.92	¢
126 TO 145 CARS		\$348.91	\$348.56	261.66	¢ 261.17	¢
146 TO 165 CARS		\$349.01	\$348.66	261.76	¢ 261.27	¢
166 CARS AND OVER		*	*	**	**	
-----						
		FOR MILES IN EXCESS OF				
		BASIC DAY				
<u>THROUGH FREIGHT BRAKEMEN AND FLAGMEN</u>						
BASIC RATES		\$325.82	\$325.52	245.48	¢ 245.16	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT MAY 26, 1955:						
LESS THAN 81 CARS		\$326.17	\$325.87	245.83	¢ 245.51	¢
81 TO 105 CARS		\$326.82	\$326.52	246.48	¢ 246.16	¢
106 TO 125 CARS		\$327.22	\$326.92	246.88	¢ 246.56	¢
126 TO 145 CARS		\$327.47	\$327.17	247.13	¢ 246.81	¢
146 TO 165 CARS		\$327.57	\$327.27	247.23	¢ 246.91	¢
166 CARS AND OVER		*	*	**	**	

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

\*\* ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**  
**CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE**

	DAILY RATES		MILEAGE RATES FOR MILES IN EXCESS OF 100			
	UNDER AGREEMENTS HELD BY FORMER:					
	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST		BRT- WESTERN REGION	
<u>LOCAL FREIGHT CONDUCTORS</u>						
BASIC RATES	\$304.66	\$304.35	232.46	¢	232.08	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 16, 1955:						
LESS THAN 81 CARS	\$305.01	\$304.70	232.81	¢	232.43	¢
81 TO 105 CARS	\$305.66	\$305.35	233.46	¢	233.08	¢
106 TO 125 CARS	\$306.06	\$305.75	233.86	¢	233.48	¢
126 TO 145 CARS	\$306.31	\$306.00	234.11	¢	233.73	¢
146 TO 165 CARS	\$306.41	\$306.10	234.21	¢	233.83	¢
166 CARS AND OVER	*	*	**		**	

<b><u>LOCAL FREIGHT BRAKEMEN AND FLAGMEN</u></b>						
BASIC RATES	\$285.74	\$285.48	219.64	¢	219.30	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN 81 CARS	\$286.09	\$285.83	219.99	¢	219.65	¢
81 TO 105 CARS	\$286.74	\$286.48	220.64	¢	220.30	¢
106 TO 125 CARS	\$287.14	\$286.88	221.04	¢	220.70	¢
126 TO 145 CARS	\$287.39	\$287.13	221.29	¢	220.95	¢
146 TO 165 CARS	\$287.49	\$287.23	221.39	¢	221.05	¢
166 CARS AND OVER	*	*	**		**	

* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF		
** ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF		
<u>MINIMUM DAILY EARNINGS:</u>		
CONDUCTORS	\$305.36	\$305.04
BRAKEMEN-FLAGMEN	\$286.44	\$286.17
ESTABLISHED BY ARTICLE II(B) OF ORC&B AGREEMENT OF DECEMBER 21, 1955, AND BY ARTICLE II(B) OF BRT AGREEMENT OF OCTOBER 4, 1955, SUPPLEMENTED DECEMBER 21, 1955.		

<b><u>FIVE DAY YARD SERVICE</u></b>	
OCCUPATION	DAILY RATE
YARD CONDUCTORS (FOREMEN)	\$340.81
YARD BRAKEMEN (HELPERS)	\$326.96
SWITCHTENDERS	\$312.51

B-8 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**  
**CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE**

	DAILY RATES		MILEAGE RATES FOR MILES IN EXCESS OF 100			
	UNDER AGREEMENTS HELD BY FORMER:					
	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST		BRT- WESTERN REGION	
<u>LOCAL FREIGHT CONDUCTORS</u>						
BASIC RATES	\$316.06	\$315.74	241.16	¢	240.76	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 16, 1955:						
LESS THAN 81 CARS	\$316.41	\$316.09	241.51	¢	241.11	¢
81 TO 105 CARS	\$317.06	\$316.74	242.16	¢	241.76	¢
106 TO 125 CARS	\$317.46	\$317.14	242.56	¢	242.16	¢
126 TO 145 CARS	\$317.71	\$317.39	242.81	¢	242.41	¢
146 TO 165 CARS	\$317.81	\$317.49	242.91	¢	242.51	¢
166 CARS AND OVER	*	*	**		**	

<b><u>LOCAL FREIGHT BRAKEMEN AND FLAGMEN</u></b>						
BASIC RATES	\$296.44	\$296.17	227.86	¢	227.51	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN 81 CARS	\$296.79	\$296.52	228.21	¢	227.86	¢
81 TO 105 CARS	\$297.44	\$297.17	228.86	¢	228.51	¢
106 TO 125 CARS	\$297.84	\$297.57	229.26	¢	228.91	¢
126 TO 145 CARS	\$298.09	\$297.82	229.51	¢	229.16	¢
146 TO 165 CARS	\$298.19	\$297.92	229.61	¢	229.26	¢
166 CARS AND OVER	*	*	**		**	

* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF		
** ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF		
<u>MINIMUM DAILY EARNINGS:</u>		
CONDUCTORS	\$316.76	\$316.43
BRAKEMEN-FLAGMEN	\$297.14	\$296.86
ESTABLISHED BY ARTICLE II(B) OF ORC&B AGREEMENT OF DECEMBER 21, 1955, AND BY ARTICLE II(B) OF BRT AGREEMENT OF OCTOBER 4, 1955, SUPPLEMENTED DECEMBER 21, 1955.		

<b><u>FIVE DAY YARD SERVICE</u></b>	
OCCUPATION	DAILY RATE
YARD CONDUCTORS (FOREMEN)	\$353.59
YARD BRAKEMEN (HELPERS)	\$339.22
SWITCHTENDERS	\$324.23

B-8 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.5 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**

**CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE**

	DAILY RATES		MILEAGE RATES FOR MILES IN EXCESS OF 100			
	UNDER AGREEMENTS HELD BY FORMER:					
	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION		
<u>LOCAL FREIGHT CONDUCTORS</u>						
BASIC RATES	\$327.10	\$326.77	249.58	¢	249.17	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 16, 1955:						
LESS THAN 81 CARS	\$327.45	\$327.12	249.93	¢	249.52	¢
81 TO 105 CARS	\$328.10	\$327.77	250.58	¢	250.17	¢
106 TO 125 CARS	\$328.50	\$328.17	250.98	¢	250.57	¢
126 TO 145 CARS	\$328.75	\$328.42	251.23	¢	250.82	¢
146 TO 165 CARS	\$328.85	\$328.52	251.33	¢	250.92	¢
166 CARS AND OVER	*	*	**		**	

<b><u>LOCAL FREIGHT BRAKEMEN AND FLAGMEN</u></b>						
BASIC RATES	\$306.80	\$306.52	235.82	¢	235.46	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN 81 CARS	\$307.15	\$306.87	236.17	¢	235.81	¢
81 TO 105 CARS	\$307.80	\$307.52	236.82	¢	236.46	¢
106 TO 125 CARS	\$308.20	\$307.92	237.22	¢	236.86	¢
126 TO 145 CARS	\$308.45	\$308.17	237.47	¢	237.11	¢
146 TO 165 CARS	\$308.55	\$308.27	237.57	¢	237.21	¢
166 CARS AND OVER	*	*	**		**	

* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF		
** ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF		
<u>MINIMUM DAILY EARNINGS:</u>		
CONDUCTORS	\$327.80	\$327.46
BRAKEMEN-FLAGMEN	\$307.50	\$307.21
ESTABLISHED BY ARTICLE II(B) OF ORC&B AGREEMENT OF DECEMBER 21, 1955, AND BY ARTICLE II(B) OF BRT AGREEMENT OF OCTOBER 4, 1955, SUPPLEMENTED DECEMBER 21, 1955.		

<b><u>FIVE DAY YARD SERVICE</u></b>	
OCCUPATION	DAILY RATE
YARD CONDUCTORS (FOREMEN)	\$365.97
YARD BRAKEMEN (HELPERS)	\$351.09
SWITCHTENDERS	\$335.58

B-8 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**  
**CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE**

	DAILY RATES		MILEAGE RATES FOR MILES IN EXCESS OF 100			
	UNDER AGREEMENTS HELD BY FORMER:					
	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST		BRT- WESTERN REGION	
<u>LOCAL FREIGHT CONDUCTORS</u>						
BASIC RATES	\$337.71	\$337.37	257.67	¢	257.25	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 16, 1955:						
LESS THAN 81 CARS	\$338.06	\$337.72	258.02	¢	257.60	¢
81 TO 105 CARS	\$338.71	\$338.37	258.67	¢	258.25	¢
106 TO 125 CARS	\$339.11	\$338.77	259.07	¢	258.65	¢
126 TO 145 CARS	\$339.36	\$339.02	259.32	¢	258.90	¢
146 TO 165 CARS	\$339.46	\$339.12	259.42	¢	259.00	¢
166 CARS AND OVER	*	*	**		**	

<b><u>LOCAL FREIGHT BRAKEMEN AND FLAGMEN</u></b>						
BASIC RATES	\$316.76	\$316.47	243.47	¢	243.10	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN 81 CARS	\$317.11	\$316.82	243.82	¢	243.45	¢
81 TO 105 CARS	\$317.76	\$317.47	244.47	¢	244.10	¢
106 TO 125 CARS	\$318.16	\$317.87	244.87	¢	244.50	¢
126 TO 145 CARS	\$318.41	\$318.12	245.12	¢	244.75	¢
146 TO 165 CARS	\$318.51	\$318.22	245.22	¢	244.85	¢
166 CARS AND OVER	*	*	**		**	

* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF		
** ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF		
<u>MINIMUM DAILY EARNINGS:</u>		
CONDUCTORS	\$338.41	\$338.06
BRAKEMEN-FLAGMEN	\$317.46	\$317.16
ESTABLISHED BY ARTICLE II(B) OF ORC&B AGREEMENT OF DECEMBER 21, 1955, AND BY ARTICLE II(B) OF BRT AGREEMENT OF OCTOBER 4, 1955, SUPPLEMENTED DECEMBER 21, 1955.		

<b><u>FIVE DAY YARD SERVICE</u></b>	
OCCUPATION	DAILY RATE
YARD CONDUCTORS (FOREMEN)	\$377.86
YARD BRAKEMEN (HELPERS)	\$362.50
SWITCHTENDERS	\$346.49

B-8 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.0 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**

**CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE**

	DAILY RATES		MILEAGE RATES FOR MILES IN EXCESS OF 100			
	UNDER AGREEMENTS HELD BY FORMER:					
	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION		
<b><u>LOCAL FREIGHT CONDUCTORS</u></b>						
BASIC RATES	\$347.82	\$347.47	265.38	¢	264.95	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 16, 1955:						
LESS THAN 81 CARS	\$348.17	\$347.82	265.73	¢	265.30	¢
81 TO 105 CARS	\$348.82	\$348.47	266.38	¢	265.95	¢
106 TO 125 CARS	\$349.22	\$348.87	266.78	¢	266.35	¢
126 TO 145 CARS	\$349.47	\$349.12	267.03	¢	266.60	¢
146 TO 165 CARS	\$349.57	\$349.22	267.13	¢	266.70	¢
166 CARS AND OVER	*	*	**		**	

<b><u>LOCAL FREIGHT BRAKEMEN AND FLAGMEN</u></b>						
BASIC RATES	\$326.25	\$325.95	250.76	¢	250.38	¢
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:						
LESS THAN 81 CARS	\$326.60	\$326.30	251.11	¢	250.73	¢
81 TO 105 CARS	\$327.25	\$326.95	251.76	¢	251.38	¢
106 TO 125 CARS	\$327.65	\$327.35	252.16	¢	251.78	¢
126 TO 145 CARS	\$327.90	\$327.60	252.41	¢	252.03	¢
146 TO 165 CARS	\$328.00	\$327.70	252.51	¢	252.13	¢
166 CARS AND OVER	*	*	**		**	

* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF						
** ADD 0.2 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF						
<b><u>MINIMUM DAILY EARNINGS:</u></b>						
CONDUCTORS	\$348.52	\$348.16				
BRAKEMEN-FLAGMEN	\$326.95	\$326.64				
ESTABLISHED BY ARTICLE II(B) OF ORC&B AGREEMENT OF DECEMBER 21, 1955, AND BY ARTICLE II(B) OF BRT AGREEMENT OF OCTOBER 4, 1955, SUPPLEMENTED DECEMBER 21, 1955.						

<b><u>FIVE DAY YARD SERVICE</u></b>	
OCCUPATION	DAILY RATE
YARD CONDUCTORS (FOREMEN)	\$389.20
YARD BRAKEMEN (HELPERS)	\$373.38
SWITCHTENDERS	\$356.88

B-8 (SMART-TD) NRLC

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2025

RESULTING FROM THE APPLICATION OF A  
4.00 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2025

**SMART-TD**  
**FREIGHT CONDUCTORS AND TRAINMEN WITHOUT A MILEAGE**  
**COMPONENT IN THEIR ASSIGNMENTS**

				STANDARD DAILY RATES			
				THROUGH FREIGHT SERVICE A/ (without a mileage component)		SHORT LOCAL FREIGHT SERVICE B/ (without a mileage component)	
				UNDER AGREEMENTS HELD BY FORMER:			
				ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION
<u>FREIGHT CONDUCTORS</u>							
BASIC RATES				\$308.95	\$308.80	\$312.16	\$311.86
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$309.30	\$309.15	\$312.51	\$312.21
81	TO	105 CARS		\$309.95	\$309.80	\$313.16	\$312.86
106	TO	125 CARS		\$310.35	\$310.20	\$313.56	\$313.26
126	TO	145 CARS		\$310.60	\$310.45	\$313.81	\$313.51
146	TO	165 CARS		\$310.70	\$310.55	\$313.91	\$313.61
166 CARS AND OVER				*	*	*	*
<u>FREIGHT BRAKEMEN AND FLAGMEN</u>							
BASIC RATES				\$290.23	\$289.97	\$293.22	\$292.97
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$290.58	\$290.32	\$293.57	\$293.32
81	TO	105 CARS		\$291.23	\$290.97	\$294.22	\$293.97
106	TO	125 CARS		\$291.63	\$291.37	\$294.62	\$294.37
126	TO	145 CARS		\$291.88	\$291.62	\$294.87	\$294.62
146	TO	165 CARS		\$291.98	\$291.72	\$294.97	\$294.72
166 CARS AND OVER				*	*	*	*
* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF							

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

A/ APPLICABLE TO FREIGHT CONDUCTORS AND TRAINMEN PAID THROUGH FREIGHT RATES WHO ARE WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS AND ARE THEREFORE PAID ON A DAILY BASIS. RATES PRODUCED BY APPLICATION OF THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.

B/ APPLICABLE WHERE LOCAL FREIGHT RATES ARE PAID TO CONDUCTORS AND TRAINMEN IN LOCAL FREIGHT SERVICE, OR ON ROAD SWITCHERS, ROUSTABOUT RUNS, MINE RUNS OR IN OTHER MISCELLANEOUS SERVICE, ON RUNS OF 100 MILES OR LESS WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT A MILEAGE COMPONENT. RATES PRODUCED BY APPLICATION OF THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 56 CENTS PER BASIC DAY FOR CONDUCTORS AND 43 CENTS PER BASIC DAY FOR BRAKEMEN AND FLAGMEN, THE SPECIAL INCREASE OF \$.40 PER DAY UNDER ART. II, SEC. 1(C) OF THE MARCH 19, 1969 AGREEMENT, ARTICLE II(C) OF THE JULY 17, 1968 AGREEMENT AND THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2026

RESULTING FROM THE APPLICATION OF A  
3.75 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2026

**SMART-TD**  
**FREIGHT CONDUCTORS AND TRAINMEN WITHOUT A MILEAGE**  
**COMPONENT IN THEIR ASSIGNMENTS**

				STANDARD DAILY RATES			
				THROUGH FREIGHT SERVICE A/ (without a mileage component)	SHORT LOCAL FREIGHT SERVICE B/ (without a mileage component)		
				UNDER AGREEMENTS HELD BY FORMER:			
				ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION
<u>FREIGHT CONDUCTORS</u>							
BASIC RATES				\$320.54	\$320.38	\$323.85	\$323.53
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$320.89	\$320.73	\$324.20	\$323.88
81	TO	105 CARS		\$321.54	\$321.38	\$324.85	\$324.53
106	TO	125 CARS		\$321.94	\$321.78	\$325.25	\$324.93
126	TO	145 CARS		\$322.19	\$322.03	\$325.50	\$325.18
146	TO	165 CARS		\$322.29	\$322.13	\$325.60	\$325.28
166 CARS AND OVER				*	*	*	*
-----							
<u>FREIGHT BRAKEMEN AND FLAGMEN</u>							
BASIC RATES				\$301.11	\$300.84	\$304.20	\$303.94
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$301.46	\$301.19	\$304.55	\$304.29
81	TO	105 CARS		\$302.11	\$301.84	\$305.20	\$304.94
106	TO	125 CARS		\$302.51	\$302.24	\$305.60	\$305.34
126	TO	145 CARS		\$302.76	\$302.49	\$305.85	\$305.59
146	TO	165 CARS		\$302.86	\$302.59	\$305.95	\$305.69
166 CARS AND OVER				*	*	*	*
-----							
* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF							

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

A/ APPLICABLE TO FREIGHT CONDUCTORS AND TRAINMEN PAID THROUGH FREIGHT RATES WHO ARE WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS AND ARE THEREFORE PAID ON A DAILY BASIS. RATES PRODUCED BY APPLICATION OF THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.

B/ APPLICABLE WHERE LOCAL FREIGHT RATES ARE PAID TO CONDUCTORS AND TRAINMEN IN LOCAL FREIGHT SERVICE, OR ON ROAD SWITCHERS, ROUSTABOUT RUNS, MINE RUNS OR IN OTHER MISCELLANEOUS SERVICE, ON RUNS OF 100 MILES OR LESS WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT A MILEAGE COMPONENT. RATES PRODUCED BY APPLICATION OF THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 56 CENTS PER BASIC DAY FOR CONDUCTORS AND 43 CENTS PER BASIC DAY FOR BRAKEMEN AND FLAGMEN, THE SPECIAL INCREASE OF \$.40 PER DAY UNDER ART. II, SEC. 1(C) OF THE MARCH 19, 1969 AGREEMENT, ARTICLE II(C) OF THE JULY 17, 1968 AGREEMENT AND THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.



STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2027

RESULTING FROM THE APPLICATION OF A  
3.5 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

**SMART-TD**  
**FREIGHT CONDUCTORS AND TRAINMEN WITHOUT A MILEAGE**  
**COMPONENT IN THEIR ASSIGNMENTS**

				STANDARD DAILY RATES			
				THROUGH FREIGHT SERVICE A/ (without a mileage component)	SHORT LOCAL FREIGHT SERVICE B/ (without a mileage component)		
				UNDER AGREEMENTS HELD BY FORMER:			
				ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION
<u>FREIGHT CONDUCTORS</u>							
BASIC RATES				\$331.76	\$331.59	\$335.17	\$334.83
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$332.11	\$331.94	\$335.52	\$335.18
81	TO	105 CARS		\$332.76	\$332.59	\$336.17	\$335.83
106	TO	125 CARS		\$333.16	\$332.99	\$336.57	\$336.23
126	TO	145 CARS		\$333.41	\$333.24	\$336.82	\$336.48
146	TO	165 CARS		\$333.51	\$333.34	\$336.92	\$336.58
166 CARS AND OVER				*	*	*	*
<u>FREIGHT BRAKEMEN AND FLAGMEN</u>							
BASIC RATES				\$311.65	\$311.37	\$314.83	\$314.56
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$312.00	\$311.72	\$315.18	\$314.91
81	TO	105 CARS		\$312.65	\$312.37	\$315.83	\$315.56
106	TO	125 CARS		\$313.05	\$312.77	\$316.23	\$315.96
126	TO	145 CARS		\$313.30	\$313.02	\$316.48	\$316.21
146	TO	165 CARS		\$313.40	\$313.12	\$316.58	\$316.31
166 CARS AND OVER				*	*	*	*
* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF							

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

A/ APPLICABLE TO FREIGHT CONDUCTORS AND TRAINMEN PAID THROUGH FREIGHT RATES WHO ARE WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS AND ARE THEREFORE PAID ON A DAILY BASIS. RATES PRODUCED BY APPLICATION OF THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.

B/ APPLICABLE WHERE LOCAL FREIGHT RATES ARE PAID TO CONDUCTORS AND TRAINMEN IN LOCAL FREIGHT SERVICE, OR ON ROAD SWITCHERS, ROUSTABOUT RUNS, MINE RUNS OR IN OTHER MISCELLANEOUS SERVICE, ON RUNS OF 100 MILES OR LESS WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT A MILEAGE COMPONENT. RATES PRODUCED BY APPLICATION OF THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 56 CENTS PER BASIC DAY FOR CONDUCTORS AND 43 CENTS PER BASIC DAY FOR BRAKEMEN AND FLAGMEN, THE SPECIAL INCREASE OF \$.40 PER DAY UNDER ART. II, SEC. 1(C) OF THE MARCH 19, 1969 AGREEMENT, ARTICLE II(C) OF THE JULY 17, 1968 AGREEMENT AND THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2028

RESULTING FROM THE APPLICATION OF A  
3.25 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2028

**SMART-TD**  
**FREIGHT CONDUCTORS AND TRAINMEN WITHOUT A MILEAGE**  
**COMPONENT IN THEIR ASSIGNMENTS**

				STANDARD DAILY RATES			
				THROUGH FREIGHT SERVICE A/ (without a mileage component)	SHORT LOCAL FREIGHT SERVICE B/ (without a mileage component)		
				UNDER AGREEMENTS HELD BY FORMER:			
				ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION
<u>FREIGHT CONDUCTORS</u>							
BASIC RATES				\$342.54	\$342.37	\$346.04	\$345.69
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$342.89	\$342.72	\$346.39	\$346.04
81	TO	105 CARS		\$343.54	\$343.37	\$347.04	\$346.69
106	TO	125 CARS		\$343.94	\$343.77	\$347.44	\$347.09
126	TO	145 CARS		\$344.19	\$344.02	\$347.69	\$347.34
146	TO	165 CARS		\$344.29	\$344.12	\$347.79	\$347.44
166 CARS AND OVER				*	*	*	*
<u>FREIGHT BRAKEMEN AND FLAGMEN</u>							
BASIC RATES				\$321.78	\$321.49	\$325.05	\$324.77
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$322.13	\$321.84	\$325.40	\$325.12
81	TO	105 CARS		\$322.78	\$322.49	\$326.05	\$325.77
106	TO	125 CARS		\$323.18	\$322.89	\$326.45	\$326.17
126	TO	145 CARS		\$323.43	\$323.14	\$326.70	\$326.42
146	TO	165 CARS		\$323.53	\$323.24	\$326.80	\$326.52
166 CARS AND OVER				*	*	*	*
* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF							

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

A/ APPLICABLE TO FREIGHT CONDUCTORS AND TRAINMEN PAID THROUGH FREIGHT RATES WHO ARE WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS AND ARE THEREFORE PAID ON A DAILY BASIS. RATES PRODUCED BY APPLICATION OF THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.

B/ APPLICABLE WHERE LOCAL FREIGHT RATES ARE PAID TO CONDUCTORS AND TRAINMEN IN LOCAL FREIGHT SERVICE, OR ON ROAD SWITCHERS, ROUSTABOUT RUNS, MINE RUNS OR IN OTHER MISCELLANEOUS SERVICE, ON RUNS OF 100 MILES OR LESS WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT A MILEAGE COMPONENT. RATES PRODUCED BY APPLICATION OF THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 56 CENTS PER BASIC DAY FOR CONDUCTORS AND 43 CENTS PER BASIC DAY FOR BRAKEMEN AND FLAGMEN, THE SPECIAL INCREASE OF \$.40 PER DAY UNDER ART. II, SEC. 1(C) OF THE MARCH 19, 1969 AGREEMENT, ARTICLE II(C) OF THE JULY 17, 1968 AGREEMENT AND THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.

STANDARD DAILY AND MILEAGE RATES OF PAY  
AS OF JULY 1, 2029

RESULTING FROM THE APPLICATION OF A  
3.0 PERCENT INCREASE TO THE  
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

**SMART-TD**  
**FREIGHT CONDUCTORS AND TRAINMEN WITHOUT A MILEAGE**  
**COMPONENT IN THEIR ASSIGNMENTS**

				STANDARD DAILY RATES			
				THROUGH FREIGHT SERVICE A/ (without a mileage component)	SHORT LOCAL FREIGHT SERVICE B/ (without a mileage component)		
				UNDER AGREEMENTS HELD BY FORMER:			
				ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION	ORC&B-ALL REGIONS; BRT-EAST, SOUTHEAST	BRT- WESTERN REGION
<u>FREIGHT CONDUCTORS</u>							
BASIC RATES				\$352.82	\$352.64	\$356.40	\$356.04
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$353.17	\$352.99	\$356.75	\$356.39
81	TO	105 CARS		\$353.82	\$353.64	\$357.40	\$357.04
106	TO	125 CARS		\$354.22	\$354.04	\$357.80	\$357.44
126	TO	145 CARS		\$354.47	\$354.29	\$358.05	\$357.69
146	TO	165 CARS		\$354.57	\$354.39	\$358.15	\$357.79
166 CARS AND OVER				*	*	*	*
<u>FREIGHT BRAKEMEN AND FLAGMEN</u>							
BASIC RATES				\$331.43	\$331.13	\$334.79	\$334.50
RATES INCLUDING CAR SCALE ADDITIVES PROVIDED BY THE AGREEMENT OF MAY 26, 1955:							
	LESS THAN	81 CARS		\$331.78	\$331.48	\$335.14	\$334.85
81	TO	105 CARS		\$332.43	\$332.13	\$335.79	\$335.50
106	TO	125 CARS		\$332.83	\$332.53	\$336.19	\$335.90
126	TO	145 CARS		\$333.08	\$332.78	\$336.44	\$336.15
146	TO	165 CARS		\$333.18	\$332.88	\$336.54	\$336.25
166 CARS AND OVER				*	*	*	*
* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF							

\* ADD 20.0 CENTS FOR EACH ADDITIONAL BLOCK OF 20 CARS OR PORTION THEREOF

A/ APPLICABLE TO FREIGHT CONDUCTORS AND TRAINMEN PAID THROUGH FREIGHT RATES WHO ARE WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS AND ARE THEREFORE PAID ON A DAILY BASIS. RATES PRODUCED BY APPLICATION OF THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.

B/ APPLICABLE WHERE LOCAL FREIGHT RATES ARE PAID TO CONDUCTORS AND TRAINMEN IN LOCAL FREIGHT SERVICE, OR ON ROAD SWITCHERS, ROUSTABOUT RUNS, MINE RUNS OR IN OTHER MISCELLANEOUS SERVICE, ON RUNS OF 100 MILES OR LESS WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT A MILEAGE COMPONENT. RATES PRODUCED BY APPLICATION OF THE STANDARD LOCAL FREIGHT DIFFERENTIAL OF 56 CENTS PER BASIC DAY FOR CONDUCTORS AND 43 CENTS PER BASIC DAY FOR BRAKEMEN AND FLAGMEN, THE SPECIAL INCREASE OF \$.40 PER DAY UNDER ART. II, SEC. 1(C) OF THE MARCH 19, 1969 AGREEMENT, ARTICLE II(C) OF THE JULY 17, 1968 AGREEMENT AND THE SPECIAL ADJUSTMENT OF \$1.00 PER DAY UNDER ARTICLE I, SECTION 7 OF THE JANUARY 27, 1972 AGREEMENT AND THE APPLICABLE COST-OF-LIVING ALLOWANCE TO STANDARD BASIC THROUGH FREIGHT RATES OF PAY.