



FRINGE BENEFITS

EMPLOYEES OF RAIL CARRIERS PARTY TO NATIONAL BARGAINING

The following breakdown represents the estimated value of fringe benefits accruing to operating craft employees with annual wages of \$160,200/\$118,800¹ during calendar year 2023. The values set forth are computed based on costs and rates of pay actually known as of January 2023:

PAID BY THE CARRIER²	PER YEAR	PER MONTH³
Railroad Retirement Tier I Tax (6.2%)	\$9,932.40	\$827.70
Railroad Retirement Tier II Tax (13.1%)	\$15,562.80	\$1,296.90
Railroad Unemployment Insurance (RUIA) Tax ⁴	\$1,364.40	\$113.70
Medicare Part A Hospital Insurance (1.45%) ⁵	\$2,322.90	\$193.58
Health & Welfare Plan (GA-23000/GA-690100) Incl. Life/AD&D	\$24,093.36	\$2,007.78
Retiree Health & Welfare Plan (GA-46000)	\$791.28	\$65.94
Dental Plan (GP-12000)	\$829.20	\$69.10
Vision Plan	\$102.12	\$8.51
Vacations ⁶	\$14,134.60	\$1,177.88
Holidays/Personal Leave Days ⁷	\$3,763.08	\$313.59
Paid Sick Leave ⁸	\$1,567.95	\$130.66
Total	\$74,464.09	\$6,205.34

PAID BY THE EMPLOYEE	PER YEAR	PER MONTH
Railroad Retirement Tier I Tax (6.2%)	\$9,932.40	\$827.70
Railroad Retirement Tier II Tax (4.9%)	\$5,821.20	\$485.10
Medicare Part A Hospital Insurance (1.45%)	\$2,322.90	\$193.58
Health & Welfare Contribution ⁹	\$3,710.52	\$309.21
Total	\$21,787.02	\$1,815.59

¹ \$160,200 represents the minimum annual wage subject to a maximum railroad retirement Tier I tax. \$118,800 represents the minimum annual wage subject to the maximum railroad retirement Tier II tax.

² Items not listed here include jury duty pay, bereavement pay, AD&D and liability insurance as part of the Off-track Vehicle Accident provisions, and other miscellaneous items attributable to fringe benefits that cannot be accurately estimated based on available information.

³ Per year total divided on a pro rata basis per calendar month, and rounded to the nearest 1 cent equivalent.

⁴ This tax requirement will vary from year to year based upon the individual carrier's experience rating. The amount shown here is based on the tax rate of 6.0%, and based on the first \$1,895.00 of the employee's earnings each month (\$22,740.00 per year). The maximum rate is 12%.

⁵ Medicare hospitalization insurance is taxed at a rate of 1.45% with no annual maximum applicable.

⁶ Taxable to employee as income and varies for each employee based on years of seniority, minimum service requirements, and on-property CBA provisions. Calculation based on 5 weeks of vacation, with previous year earnings of \$147,000 (2022 maximum railroad retirement Tier I tax amount).

⁷ Taxable to employee as income and may vary based on years of seniority, minimum service requirements, and on-property CBA provisions. Calculation based on 11 holidays or personal leave days, plus 1 additional personal leave day as per Public Law No. 117-216, at the 5-day yard service rate applicable to SMART-TD Conductors as of July 1, 2023.

⁸ Taxable to employee as income, and varies based on applicable on-property CBA provisions. Calculation based on 5 paid sick days, at the 5-day yard service rate applicable to SMART-TD Conductors as of July 1, 2023.

⁹ Employee contribution to H&W Plan is fixed at 15% of the carriers' total premiums as per Public Law No. 117-216 (\$309.21/month in 2023).