AGREEMENT

THIS AGREEMENT, made this 30th day of December 2025 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 Brotherhood of Locomotive Engineers and Trainmen, ("BLET"), witnesseth:

ARTICLE I - WAGES

Section 1 - First General Wage Increase

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

(b) In computing the increase 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

Effective July 1, 2026, all standard basic daily rates of pay in effect on June 30, 2026 for employees represented by the BLET 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

Effective July 1, 2027, all standard basic daily rates of pay in effect on June 30, 2027 for employees represented by the BLET 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

Effective July 1, 2028, all standard basic daily rates of pay in effect on June 30, 2028 for employees represented by the BLET 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

Effective July 1, 2029, all standard basic daily rates of pay in effect on June 30, 2029 for employees represented by the BLET 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 are 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 (i) will apply to mileage rates of pay for overmiles, and (ii) will not apply to duplicate time payments, including arbitraries and special allowances that are expressed in time, miles or fixed amounts of money.

(b) Miscellaneous rates based upon hourly or daily rates of pay, as provided in the schedule or wage agreements, shall be adjusted under this Agreement 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) Existing money differentials above existing standard daily rates shall be maintained.

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

(g) Where applicable, the differential of $4.00 and/or $6.00 per basic day in freight, passenger and yard service, and 4¢ and/or 6¢ per mile for miles in excess of the number of miles encompassed in the basic day in freight and passenger service, will be maintained for engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required. Such differential will continue to be applied in the same manner as the local freight differential.

(h) In computing the first increase in rates of pay effective under Section 1 for firemen 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 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.

(i) Other than standard rates:

(i) 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.

(ii) Where applicable, the differential of $4.00 and/or $6.00 per basic day in freight, passenger and yard service, and 4¢ and/or 6¢ per mile for miles in excess of the number encompassed in the basic day in freight and passenger service, will be maintained for engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required. Such differential will continue to be applied in the same manner as the local freight differential.

(iii) Daily rates of pay, other than standard, of firemen 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 (i)(i) above.

(j) Trip Rates established pursuant to Article V of the 2003 BLET Agreement shall be adjusted by application of the general wage increases provided for in this Article I, in the manner set forth in Article V, Part B, Section 4(c)(1) of that Agreement.

Section 8 – Lump Sum Payment

In lieu of vacation for ("Year 0") new hires and vacation for ("Year 1") non-qualifying employees, a lump sum payment of $500 shall be made to each employee who has an active employment relationship with the carrier under the collective bargaining agreement on January 1, 2026.

ARTICLE II – VACATION

Vacation Accrual Acceleration

Effective January 1, 2026, 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.

Article III – Health and Welfare

Part A – Plan Changes

Section 1 – Continuation of Plan

The Railroad Employees National Health and Welfare Plan ("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 (6th) 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:

	In Network	**Out of Network**
Deductible	$2,500	$5,000
Out of pocket maximum	$5,000	$10,000
Coinsurance – office visits and in/outpatient care	90% after deductible	70%
RX – generic coinsurance (retail and mail order)	10% after deductible	75% of R&C
RX – formulary (retail and mail order)	20% after deductible	75% of R&C
RX – non-formulary (retail and mail order)	30% after deductible	75% of R&C
Employee contributions	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.

(Remainder of Page Intentionally Blank)

SIGNED AT ARLINGTON, VA, THIS 30TH DAY OF DECEMBER, 2025.

FOR THE PARTICIPATING CARRIERS LISTED IN EXHIBIT A:

Jeffrey F. Rodgers

Brett M. Westerfield

Maqui Parkerson

*As NCCC Member

FOR THE EMPLOYEES REPRESENTED BY THE, BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN:

Side letter #1

Mr. Mark L. Wallace
National President
Brotherhood of Locomotive Engineers & Trainmen
Rail Conference Division – IBT
7061 East Pleasant Valley Road
Independence, OH 44131

Dear Mr. Wallace:

This confirms our understanding regarding 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 increase 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 increase referenced above as soon as practicable.

With respect to the lump sum payment provided for in Article 1, Section 8 of the Agreement of this date, the carriers will make the lump sum payment no later than sixty (60) days after eligibility for the lump sum is established.

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

Jeffrey F. Rodgers

I agree:

Mark L. Wallace

Mark L. Wallace

Side letter #2

Mr. Mark L. Wallace
National President
Brotherhood of Locomotive Engineers & Trainmen
Rail Conference Division – IBT
7061 East Pleasant Valley Road
Independence, OH 44131

Dear Mr. Wallace:

This confirms our understanding and agreement regarding employee contributions to the Railroad Employees National Health and Welfare 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

Jeffrey F. Rodgers

I agree:

Mark L. Wallace

Mark L. Wallace

Side letter #3

Mr. Mark L. Wallace
National President
Brotherhood of Locomotive Engineers & Trainmen
Rail Conference Division – IBT
7061 East Pleasant Valley Road
Independence, OH 44131

Dear Mr. Wallace:

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 discuss implementation of the vacation provisions in Article II for the 2026 vacation year.

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

Sincerely,

Jeffrey F. Rodgers

Jeffrey F. Rodgers

I agree:

Mark L. Wallace

Mark L. Wallace

Side Letter #4

Mr. Mark L. Wallace
National President
Brotherhood of Locomotive Engineers & Trainmen
Rail Conference Division – IBT
7061 East Pleasant Valley Road
Independence, OH 44131

Dear Mr. Wallace:

The parties agree that the current practice of new-hire employees and their eligible dependents being automatically placed in the Interim Managed Medical Care Program (MMCP) upon qualification will continue to apply. New-hire employees will be provided information concerning the benefits available to employees under the traditional MMCP and the reduced-rate employee-only rate plan. Consistent with current procedures, those employees who do not make an affirmative election by the end of the third month following the date the new-hire employee renders the requisite amount of compensated service will automatically be enrolled in the traditional MMCP plan until the next open enrollment period.

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

Sincerely,

Jeffrey F. Rodgers

Jeffrey F. Rodgers

I agree:

Mark L. Wallace

Mark L. Wallace

EXHIBIT A
(BLET)

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 BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN, AND NOTICES SERVED ON OR SUBSEQUENT TO NOVEMBER 1, 2024 BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES OF THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMENT, 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 the Brotherhood of Locomotive Engineers and Trainmen:

The Belt Railway Company of Chicago
BNSF Railway Company
Cedar River Railroad Company d.b.a. C.N.
Consolidated Rail Corporation
CPKC - 1
- Kansas City Southern Railway
- Louisiana and Arkansas Railway
- MidSouth Rail Corporation
- Gateway Western Railway
- SouthRail Corporation
- The Texas Mexican Railway Company
- 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. - 2
Indiana Harbor Belt Railroad Company
Longview Switching Company
Norfolk Southern Railway Company
- The Alabama Great Southern Railroad Company
- Central of Georgia Railroad Company
- The Cincinnati, New Orleans & Texas Pacific Railway Company
- 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
Portland Terminal Railroad Company
Soo Line Railroad Company d.b.a. CPKC - 1
Wisconsin Central Ltd. d.b.a. C.N.

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Notes:
1 - Health & Welfare only
2 - Includes Iowa Northern Railway Company

FOR THE CARRIERS:

Jeffrey F. Rodgers

FOR THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN:

December 30, 2025
Arlington, VA

AGREED UPON QUESTIONS & ANSWERS

ARTICLE I – WAGES

Q1. Will General Wage Increases provided for in this Agreement be applied to guaranteed extra board rates of pay?

A1. Yes, if and to the extent such rates of pay are subject to the application of general wage increases.

Q2. Will previous vacation payments, personal leave days, and other contractual pay be included with back pay?

A2. Yes, if and to the extent such payments are subject to the application of general wage increases.

Q3. Will cutback, furloughed, or suspended engineers be eligible to receive back pay for the time they worked as engineers?

A3. Yes.

Q4. Will cutback engineers receive the $500.00 lump-sum payment?

A4. To be eligible for the $500 lump sum payment, the employee must have an active employment relationship with the carrier under the collective bargaining agreement on January 1, 2026.

Q5. Will only the engineers who are due for vacation this year receive the $500.00 lump sum payment?

A5. No. All employees who have an active employment relationship with the carrier under the collective bargaining agreement on January 1, 2026, will receive the $500.00 lump sum payment.

Q6. Is there a specific date when employees would have been marked up as engineers to receive the lump sum payment?

A6. All employees who have an active employment relationship with the carrier under the collective bargaining agreement on January 1, 2026, will receive the $500.00 payment.

Q7. What would prevent carriers from demoting engineers to prevent paying members a lump sum payment?

A7. All employees who have an active employment relationship with the carrier under the collective bargaining agreement on January 1, 2026, will receive the $500.00 payment.

Q8. Are the back pay rates we received actual amounts, or examples of what we would have made if we made that exact amount for the year? Is it if you made $125,000.00, you would receive $3,000.00, but if you made $128,536.00, it would be a little more, or is it if you make $125,000.00-$149,999.99, you would get $3,000.00, $150,000.00-$174,9999 you would get $3,500.00, and if you made $175,000-$199,999.99, you would get $4000.00?

A8. Any “sample” tables that have been circulated are illustrative; your actual back pay amount is calculated using the 4% General Wage Increase retroactive to July 1, 2025, applied to the pay you earned (and other pay items subject to GWIs) between that date and the date of implementation.

ARTICLE II – Vacation

Q1. Will engineers whose years of service meet the new vacation progression be able to select the start date for their new week in 2026?

A1. As outlined in Side Letter #3, the parties will meet within 30 days of the date of the Agreement to discuss implementation of the vacation provisions in Article II for the 2026 vacation year, which will include how engineers will schedule the additional week of vacation.

Q2. Do engineers who are starting their 6, 15, or 23 years in 2026 get their additional week of vacation for 2026 under the new vacation progression?

A2. Yes, provided they have met the compensated service requirements under the National Vacation Agreement.

Q3. How will the additional vacation week be assigned in 2026 for the engineers who now qualify for it?

A3. As outlined in Side Letter #3, the parties will meet within 30 days of the date of the Agreement to discuss implementation of the vacation provisions in Article II for the 2026 vacation year, which will include how will the additional vacation week be assigned in 2026.

Q4. Will engineers who receive an additional week receive back pay for the 2025 week they didn't use?

A4. No, the vacation accrual accelerations in Article II are effective January 1, 2026.

Q5. Will engineers who reach 5, 14, or 22 years of service in 2025 receive an additional week effective January 1, 2026?

A5. Yes, provided they have met the requirements for compensated service under the National Vacation Agreement.

Q6. Will the BNSF engineers get 5 weeks of vacation at 24 years of service and 6 at 25 years of service?

A6. Pursuant to the vacation accrual accelerations in Article II, engineers will qualify for 5 weeks of vacation at 23 years of service. Because BNSF’s existing agreement already provides 6 weeks of vacation at 25 years of service, the greater benefit remains in effect. Therefore, BNSF engineers who meet the compensated-service requirements will receive 5 weeks of vacation at 23 years of service and will continue to receive 6 weeks of vacation at 25 years of service.

Q7. Will the vacation for year-one employees remain, or does the $500 lump sum replace it?

A7. The language in Article II(a) of the National Vacation Agreement remains unchanged. Therefore, an employee will qualify for one week of vacation if, during the preceding calendar year, the employee renders two hundred and forty (240) basic days in miles or hours paid.

Q8. Does Article II of this Tentative Agreement alter local agreements that prescribe a greater vacation accrual rate for engineers than what is set forth in this provision?

A8. No, on properties where local agreements prescribe a greater vacation accrual rate for engineers than what is set forth in Article II of this Agreement, the greater vacation accrual rate for engineers specified in the local agreement shall prevail.

Q9. Will the current 160-day qualifying rule still apply to vacation on Canadian National?

A9. Yes, on properties where local agreements prescribe a greater vacation accrual rate for engineers than what is set forth in Article II of this Agreement, the greater vacation accrual rate for Employees specified in the local agreement shall prevail.

Q10. Will an engineer's time working as a conductor count toward vacation?

A10. Yes.

Q11. The Tentative Agreement states that we will need 240 days in the previous year to qualify for vacation and these days are computed with yard service or employees having interchangeable road and yard rights at 1.6 days and other services at 1.3 days while days off due to an on-duty injury and days on GEB but not used are counted as 1 day. Will Canadian National engineers go to this math to determine qualification for vacation or stay with our current 160 days, where each day counts as 1 day?

A11. No, on properties where local agreements prescribe a greater vacation accrual rate for engineers than what is set forth in Article II of this Agreement, the greater vacation accrual rate for engineers specified in the local agreement shall prevail.

Q12. The Tentative Agreement states that up to 45 days "on which an employee is absent from and unable to perform service because of injury received on duty" will count towards vacation qualification. Our current contract states that 45 days count "on which an Engineer is absent and unable to perform service because of illness or injury." Will only days off for on duty injuries count towards vacation qualification now?

A12. No, on properties where local agreements prescribe a greater vacation accrual rate for engineers than what is set forth in Article II of this Agreement, the greater vacation accrual rate for engineers specified in the local agreement shall prevail.

Q13. In our current contract, it states, "Calendar days on which an Engineer is available for service (within the meaning of Articles 11, 18, 31, 32, and 33) and on which he performs no service, shall be included in the determination of qualification for vacation." In the Tentative Agreement, it states that only 90 days on an extra list will be counted and doesn't cover any other days. Does this mean our days on the GEB will be capped at 90 for the qualification of vacation, and that (Art. 18) Personal Leave Days, (Art. 31) Attending Court and Inquest, (Art. 32) Leave of Absence, and (Art. 33) Jury Duty will no longer count towards our vacation?

A13. No, on properties where local agreements prescribe a greater vacation accrual rate for engineers than what is set forth in Article II of this Agreement, the greater vacation accrual rate for engineers specified in the local agreement shall prevail.

Q14. Will we lose other things that count toward qualifying for vacation, such as Runarounds as ½ a day's credit, Deadheads as 1 day's credit, 10 hours of held away as 1 day's credit, etc.?

A14. No, on properties where local agreements prescribe a greater vacation accrual rate for engineers than what is set forth in Article II of this Agreement, the greater vacation accrual rate for engineers specified in the local agreement shall prevail.

Q15. The Tentative Agreement states that an engineer must have 240 days in the previous year to qualify for vacation. Our current contract does not include these additional qualifiers (320, 960, 2,400, 3,680 days); will we be subject to them as well?

A15. No, on properties where local agreements prescribe a greater vacation accrual rate for engineers than what is set forth in Article II of this Agreement, the greater vacation accrual rate for engineers specified in the local agreement shall prevail.

Q16. Would the amount of basic days of continuous service apply to us for qualifying for additional weeks of vacation?

A16. On properties where local agreements prescribe a greater vacation accrual rate for engineers than what is set forth in Article II of this Agreement, the greater vacation accrual rate for engineers specified in the local agreement shall prevail.

ARTICLE III – Health and Welfare

Q1. Why don't we have a dollar cap on health insurance, or is the 15% cap based on what we are currently paying?

A1. The Agreement does not put a fixed dollar cap on what you pay for health insurance. Instead, it caps your share at 15% of the carriers' monthly payment rate, calculated annually the same way it is today. In other words, you pay 15% of whatever the Plan determines the monthly premium cost is for the covered benefits, not 15% of today's dollar amount. If a new national agreement is not ratified by January 1, 2031, employee contributions will not increase above the 2030 rates until a successor agreement is ratified, as described in Side Letter #2.

Q2. With the enhancement of orthodontics, will an employee be able to use the additional amount provided if the previous maximum amount has already been used?

A2. Yes. The lifetime orthodontia maximum increases from $1,000 to $2,500 per individual. Anyone who has already reached the prior $1,000 limit is eligible for an additional $1,500 under the new maximum. This increase cannot be retroactively applied to services performed before the effective date of the agreement.

Q3. Will the employee-only, reduced-rate Health & Welfare benefit option increase costs for the participants in the other plans?

A3. No. The new employee-only, reduced-rate Health & Welfare benefit option, known as the High-Deductible Health Plan (HDHP) option, does not increase premiums or the 15% cost-sharing for employees who remain in the Managed Medical Care Program (MMCP) or

Comprehensive Health Care Benefit (CHCB) plans. There is one pooled carrier payment rate for all plan options and employee contributions are both calculated from that same rate.

Q4. Could you please clarify Article III, Part B, Section 1(a), or provide an example of how it works?

A4. Article III, Part B, Section 1(a) annually sets your monthly contribution at 15% of the carriers' monthly payment rate. For example, if the carriers' monthly payment rate is $2,000 per month, the carrier pays 85% ($1,700) and the employee pays 15% ($300).

Q5. Does the Agreement affect specialty medication?

A5. Some specialty medications will newly be subject to clinical utilization-management rules. These changes do not increase copays, deductibles, or out-of-pocket maximums and do not alter provider networks or formularies.

Q6. Can the membership be provided with a comparison chart between the employee-only reduced-rate option HDHP plan and the other H&W plan options?

A6. Yes. During open enrollment, employees will receive (or have online access to via the Your Track to Health website) side-by-side plan comparisons outlining deductibles, out-of-pocket maximums, coinsurance, and prescription-drug features for all plans.

Q7. How often does the Union and carriers negotiate the total cost of insurance?

A7. Cost-sharing percentages and benefit design are negotiated during national bargaining. The actual dollar amount of the carriers' monthly payment rate is recalculated annually by the Plan based on projected costs and claims.

Q8. Do we expect our insurance to increase with the implementation of this Agreement?

A8. The percentage you pay will remain 15% of the total per employee monthly premium throughout this Agreement. There is no automatic increase. However, if overall medical costs rise or fall in future years, the dollar amount represented by 15% will reflect those changes by rising or falling as well. Beginning in 2030, contributions cannot be increased unless modified by a future agreement but could be lowered if medical costs fall.

Q9. For monthly cost sharing, it states that employees must contribute each month the employer is required to pay. Does that mean that furloughed employees and terminated employees whose healthcare, by contract, lasts for the remainder of the month they were furloughed or terminated, plus an additional 4 months, will have to pay for those additional 4 months, or else lose their health insurance?

A9. No, the practice will remain the same as it is today. The employee will only be responsible for a cost sharing payment in a month when the carrier has to pay an active premium payment on the employee's behalf. Coverage extensions for months such as furlough and terminations do not generate an active premium payment on the carrier's part so the employee is therefore not responsible for a cost sharing payment for those months.

Q10. For the employee-only, reduced-rate HDHP option, if an employee gets married or has a child during the year they have this plan, is there any provision that allows them to switch to

the MMCP or CHCB options during the year? Or would they have to wait until open enrollment to sign them up the following year, and pay all out-of-pocket expenses for their spouse or newborn child that year?

A10. Yes, an engineer can switch from the reduced-rate option to the MMCP or CHCB options mid-year due to marriage or childbirth. A qualifying life event (QLE), such as marriage or the birth of a child, allows a mid-year change. Without a QLE, changes may otherwise only be made during open enrollment.

Q11. In Side Letter #2, when it speaks to the next round of negotiations and repaying any increase in H&W, would this be if our portion exceeds the 15% we are already paying, or if we go up in percentage during the next round of negotiations?

A11. Side Letter #2 provides that if a new national agreement is not ratified by January 1, 2031, employee contributions will not increase above the 2030 rates until a successor agreement is ratified (as described in more detail in Side Letter #2). Upon ratification of the successor agreement, the full 15% contribution rate will be reinstated unless otherwise agreed. If the successor agreement provides for a retroactive wage increase(s), then the contribution will be reinstated retroactively as well (unless otherwise agreed).

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
LESS THAN	80,000	$312.60	233.49 ¢
80,000 AND LESS THAN	100,000	$312.60	233.49 ¢
100,000 AND LESS THAN	140,000	$312.69	233.58 ¢
140,000 AND LESS THAN	170,000	$312.77	233.66 ¢
170,000 AND LESS THAN	200,000	$312.86	233.75 ¢
200,000 AND LESS THAN	250,000	$312.95	233.84 ¢
250,000 AND LESS THAN	300,000	$313.03	233.92 ¢
300,000 AND LESS THAN	350,000	$313.12	234.01 ¢
350,000 AND LESS THAN	400,000	$313.20	234.09 ¢
400,000 AND LESS THAN	450,000	$313.29	234.18 ¢
450,000 AND LESS THAN	500,000	$313.38	234.27 ¢
500,000 AND LESS THAN	550,000	$313.46	234.35 ¢
550,000 AND LESS THAN	600,000	$313.55	234.44 ¢
600,000 AND LESS THAN	650,000	$313.63	234.52 ¢
650,000 AND LESS THAN	700,000	$313.72	234.61 ¢
700,000 AND LESS THAN	750,000	$313.80	234.69 ¢
750,000 AND LESS THAN	800,000	$313.89	234.78 ¢
800,000 AND LESS THAN	850,000	$313.97	234.86 ¢
850,000 AND LESS THAN	900,000	$314.06	234.95 ¢
900,000 AND LESS THAN	950,000	$314.14	235.03 ¢
950,000 AND LESS THAN	1,000,000	$314.23	235.12 ¢
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		$312.86	233.75 ¢
DAILY EARNINGS MINIMUM		$314.12	

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$338.87	252.90 ¢
140,000	AND LESS THAN	200,000	$339.30	253.33 ¢
200,000	AND LESS THAN	250,000	$339.47	253.50 ¢
250,000	AND LESS THAN	300,000	$339.62	253.65 ¢
300,000	AND LESS THAN	350,000	$339.77	253.80 ¢
350,000	AND LESS THAN	400,000	$339.98	254.01 ¢
400,000	AND LESS THAN	450,000	$340.19	254.22 ¢
450,000	AND LESS THAN	500,000	$340.40	254.43 ¢
500,000	AND LESS THAN	550,000	$340.61	254.64 ¢
550,000	AND LESS THAN	600,000	$340.79	254.82 ¢
600,000	AND LESS THAN	650,000	$340.97	255.00 ¢
650,000	AND LESS THAN	700,000	$341.15	255.18 ¢
700,000	AND LESS THAN	750,000	$341.33	255.36 ¢
750,000	AND LESS THAN	800,000	$341.51	255.54 ¢
800,000	AND LESS THAN	850,000	$341.69	255.72 ¢
850,000	AND LESS THAN	900,000	$341.87	255.90 ¢
900,000	AND LESS THAN	950,000	$342.05	256.08 ¢
950,000	AND LESS THAN	1,000,000	$342.23	256.26 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.18	0.18 ¢

DAILY EARNINGS MINIMUM $340.38
ARTICLE III(B) OF AGREEMENT OF OCTOBER 27, 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, 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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	STANDARD BASIC DAILY RATES 5 DAY WORK WEEK
	LESS THAN	500,000	$332.58	$356.95
500,000	AND LESS THAN	550,000	$332.79	$357.20
550,000	AND LESS THAN	600,000	$332.97	$357.42
600,000	AND LESS THAN	650,000	$333.15	$357.63
650,000	AND LESS THAN	700,000	$333.33	$357.85
700,000	AND LESS THAN	750,000	$333.51	$358.07
750,000	AND LESS THAN	800,000	$333.69	$358.28
800,000	AND LESS THAN	850,000	$333.87	$358.50
850,000	AND LESS THAN	900,000	$334.05	$358.71
900,000	AND LESS THAN	950,000	$334.23	$358.93
950,000	AND LESS THAN	1,000,000	$334.41	$359.15
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

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	80,000	$292.85	220.32 ¢
80,000	AND LESS THAN	100,000	$292.94	220.41 ¢
100,000	AND LESS THAN	140,000	$293.02	220.49 ¢
140,000	AND LESS THAN	170,000	$293.20	220.67 ¢
170,000	AND LESS THAN	200,000	$293.28	220.75 ¢
200,000	AND LESS THAN	250,000	$293.37	220.84 ¢
250,000	AND LESS THAN	300,000	$293.37	220.84 ¢
300,000	AND LESS THAN	350,000	$293.45	220.92 ¢
350,000	AND LESS THAN	400,000	$293.54	221.01 ¢
400,000	AND LESS THAN	450,000	$293.63	221.10 ¢
450,000	AND LESS THAN	500,000	$293.71	221.18 ¢
500,000	AND LESS THAN	550,000	$293.80	221.27 ¢
550,000	AND LESS THAN	600,000	$293.88	221.35 ¢
600,000	AND LESS THAN	650,000	$293.96	221.43 ¢
650,000	AND LESS THAN	700,000	$294.04	221.51 ¢
700,000	AND LESS THAN	750,000	$294.12	221.59 ¢
750,000	AND LESS THAN	800,000	$294.20	221.67 ¢
800,000	AND LESS THAN	850,000	$294.28	221.75 ¢
850,000	AND LESS THAN	900,000	$294.36	221.83 ¢
900,000	AND LESS THAN	950,000	$294.44	221.91 ¢
950,000	AND LESS THAN	1,000,000	$294.52	221.99 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.08	0.08 ¢

DAILY EARNINGS MINIMUM $294.19

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

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$310.38	233.18 ¢
140,000	AND LESS THAN	200,000	$310.73	233.53 ¢
200,000	AND LESS THAN	250,000	$310.90	233.70 ¢
250,000	AND LESS THAN	300,000	$311.07	233.87 ¢
300,000	AND LESS THAN	350,000	$311.34	234.14 ¢
350,000	AND LESS THAN	400,000	$311.42	234.22 ¢
400,000	AND LESS THAN	450,000	$311.58	234.38 ¢
450,000	AND LESS THAN	500,000	$311.74	234.54 ¢
500,000	AND LESS THAN	550,000	$311.90	234.70 ¢
550,000	AND LESS THAN	600,000	$312.06	234.86 ¢
600,000	AND LESS THAN	650,000	$312.22	235.02 ¢
650,000	AND LESS THAN	700,000	$312.38	235.18 ¢
700,000	AND LESS THAN	750,000	$312.54	235.34 ¢
750,000	AND LESS THAN	800,000	$312.70	235.50 ¢
800,000	AND LESS THAN	850,000	$312.86	235.66 ¢
850,000	AND LESS THAN	900,000	$313.02	235.82 ¢
900,000	AND LESS THAN	950,000	$313.18	235.98 ¢
950,000	AND LESS THAN	1,000,000	$313.34	236.14 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD			$0.16	0.16 ¢
DAILY EARNINGS MINIMUM ARTICLE III(B) OF AGREEMENT OCT. 27, 1955			$311.80	

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

YARD SERVICE WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
	LESS THAN	500,000	$310.13	$327.03
500,000	AND LESS THAN	550,000	$310.29	$327.22
550,000	AND LESS THAN	600,000	$310.45	$327.41
600,000	AND LESS THAN	650,000	$310.61	$327.60
650,000	AND LESS THAN	700,000	$310.77	$327.79
700,000	AND LESS THAN	750,000	$310.93	$327.99
750,000	AND LESS THAN	800,000	$311.09	$328.18
800,000	AND LESS THAN	850,000	$311.25	$328.37
850,000	AND LESS THAN	900,000	$311.41	$328.56
900,000	AND LESS THAN	950,000	$311.57	$328.75
950,000	AND LESS THAN	1,000,000	$311.73	$328.95
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16	$0.19
HOSTLING SERVICE				
OUTSIDE HOSTLER			$309.29	$326.18
INSIDE HOSTLER			$304.04	$319.94
OUTSIDE HOSTLER HELPER			$299.57	$314.00

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

BLET

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 MARCH 11, 1969 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	$313.42
140,000	AND LESS THAN	200,000	$313.77
200,000	AND LESS THAN	250,000	$313.94
250,000	AND LESS THAN	300,000	$314.11
300,000	AND LESS THAN	350,000	$314.38
350,000	AND LESS THAN	400,000	$314.46
400,000	AND LESS THAN	450,000	$314.62
450,000	AND LESS THAN	500,000	$314.78
500,000	AND LESS THAN	550,000	$314.94
550,000	AND LESS THAN	600,000	$315.10
600,000	AND LESS THAN	650,000	$315.26
650,000	AND LESS THAN	700,000	$315.42
700,000	AND LESS THAN	750,000	$315.58
750,000	AND LESS THAN	800,000	$315.74
800,000	AND LESS THAN	850,000	$315.90
850,000	AND LESS THAN	900,000	$316.06
900,000	AND LESS THAN	950,000	$316.22
950,000	AND LESS THAN	1,000,000	$316.38
1,000,000	POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
LESS THAN	80,000	$324.36	242.28 ¢
80,000 AND LESS THAN	100,000	$324.36	242.28 ¢
100,000 AND LESS THAN	140,000	$324.45	242.37 ¢
140,000 AND LESS THAN	170,000	$324.53	242.45 ¢
170,000 AND LESS THAN	200,000	$324.62	242.54 ¢
200,000 AND LESS THAN	250,000	$324.71	242.63 ¢
250,000 AND LESS THAN	300,000	$324.79	242.71 ¢
300,000 AND LESS THAN	350,000	$324.88	242.80 ¢
350,000 AND LESS THAN	400,000	$324.96	242.88 ¢
400,000 AND LESS THAN	450,000	$325.05	242.97 ¢
450,000 AND LESS THAN	500,000	$325.14	243.06 ¢
500,000 AND LESS THAN	550,000	$325.22	243.14 ¢
550,000 AND LESS THAN	600,000	$325.31	243.23 ¢
600,000 AND LESS THAN	650,000	$325.39	243.31 ¢
650,000 AND LESS THAN	700,000	$325.48	243.40 ¢
700,000 AND LESS THAN	750,000	$325.56	243.48 ¢
750,000 AND LESS THAN	800,000	$325.65	243.57 ¢
800,000 AND LESS THAN	850,000	$325.73	243.65 ¢
850,000 AND LESS THAN	900,000	$325.82	243.74 ¢
900,000 AND LESS THAN	950,000	$325.90	243.82 ¢
950,000 AND LESS THAN	1,000,000	$325.99	243.91 ¢
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		$324.62	242.54 ¢
DAILY EARNINGS MINIMUM		$325.88	

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, 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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$351.70	262.51 ¢
140,000	AND LESS THAN	200,000	$352.13	262.94 ¢
200,000	AND LESS THAN	250,000	$352.30	263.11 ¢
250,000	AND LESS THAN	300,000	$352.45	263.26 ¢
300,000	AND LESS THAN	350,000	$352.60	263.41 ¢
350,000	AND LESS THAN	400,000	$352.81	263.62 ¢
400,000	AND LESS THAN	450,000	$353.02	263.83 ¢
450,000	AND LESS THAN	500,000	$353.23	264.04 ¢
500,000	AND LESS THAN	550,000	$353.44	264.25 ¢
550,000	AND LESS THAN	600,000	$353.62	264.43 ¢
600,000	AND LESS THAN	650,000	$353.80	264.61 ¢
650,000	AND LESS THAN	700,000	$353.98	264.79 ¢
700,000	AND LESS THAN	750,000	$354.16	264.97 ¢
750,000	AND LESS THAN	800,000	$354.34	265.15 ¢
800,000	AND LESS THAN	850,000	$354.52	265.33 ¢
850,000	AND LESS THAN	900,000	$354.70	265.51 ¢
900,000	AND LESS THAN	950,000	$354.88	265.69 ¢
950,000	AND LESS THAN	1,000,000	$355.06	265.87 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.18	0.18 ¢

DAILY EARNINGS MINIMUM $353.21
ARTICLE III(B) OF AGREEMENT OF OCTOBER 27, 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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	STANDARD BASIC DAILY RATES 5 DAY WORK WEEK
	LESS THAN	500,000	$345.05	$370.34
500,000	AND LESS THAN	550,000	$345.26	$370.59
550,000	AND LESS THAN	600,000	$345.44	$370.81
600,000	AND LESS THAN	650,000	$345.62	$371.02
650,000	AND LESS THAN	700,000	$345.80	$371.24
700,000	AND LESS THAN	750,000	$345.98	$371.46
750,000	AND LESS THAN	800,000	$346.16	$371.67
800,000	AND LESS THAN	850,000	$346.34	$371.89
850,000	AND LESS THAN	900,000	$346.52	$372.10
900,000	AND LESS THAN	950,000	$346.70	$372.32
950,000	AND LESS THAN	1,000,000	$346.88	$372.54
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

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	80,000	$303.87	228.62 ¢
80,000	AND LESS THAN	100,000	$303.96	228.71 ¢
100,000	AND LESS THAN	140,000	$304.04	228.79 ¢
140,000	AND LESS THAN	170,000	$304.22	228.97 ¢
170,000	AND LESS THAN	200,000	$304.30	229.05 ¢
200,000	AND LESS THAN	250,000	$304.39	229.14 ¢
250,000	AND LESS THAN	300,000	$304.39	229.14 ¢
300,000	AND LESS THAN	350,000	$304.47	229.22 ¢
350,000	AND LESS THAN	400,000	$304.56	229.31 ¢
400,000	AND LESS THAN	450,000	$304.65	229.40 ¢
450,000	AND LESS THAN	500,000	$304.73	229.48 ¢
500,000	AND LESS THAN	550,000	$304.82	229.57 ¢
550,000	AND LESS THAN	600,000	$304.90	229.65 ¢
600,000	AND LESS THAN	650,000	$304.98	229.73 ¢
650,000	AND LESS THAN	700,000	$305.06	229.81 ¢
700,000	AND LESS THAN	750,000	$305.14	229.89 ¢
750,000	AND LESS THAN	800,000	$305.22	229.97 ¢
800,000	AND LESS THAN	850,000	$305.30	230.05 ¢
850,000	AND LESS THAN	900,000	$305.38	230.13 ¢
900,000	AND LESS THAN	950,000	$305.46	230.21 ¢
950,000	AND LESS THAN	1,000,000	$305.54	230.29 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.08	0.08 ¢

DAILY EARNINGS MINIMUM $305.21

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

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$322.13	242.04 ¢
140,000	AND LESS THAN	200,000	$322.48	242.39 ¢
200,000	AND LESS THAN	250,000	$322.65	242.56 ¢
250,000	AND LESS THAN	300,000	$322.82	242.73 ¢
300,000	AND LESS THAN	350,000	$323.09	243.00 ¢
350,000	AND LESS THAN	400,000	$323.17	243.08 ¢
400,000	AND LESS THAN	450,000	$323.33	243.24 ¢
450,000	AND LESS THAN	500,000	$323.49	243.40 ¢
500,000	AND LESS THAN	550,000	$323.65	243.56 ¢
550,000	AND LESS THAN	600,000	$323.81	243.72 ¢
600,000	AND LESS THAN	650,000	$323.97	243.88 ¢
650,000	AND LESS THAN	700,000	$324.13	244.04 ¢
700,000	AND LESS THAN	750,000	$324.29	244.20 ¢
750,000	AND LESS THAN	800,000	$324.45	244.36 ¢
800,000	AND LESS THAN	850,000	$324.61	244.52 ¢
850,000	AND LESS THAN	900,000	$324.77	244.68 ¢
900,000	AND LESS THAN	950,000	$324.93	244.84 ¢
950,000	AND LESS THAN	1,000,000	$325.09	245.00 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD			$0.16	0.16 ¢
DAILY EARNINGS MINIMUM ARTICLE III(B) OF AGREEMENT OCT. 27, 1955			$323.55	

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

YARD SERVICE WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
	LESS THAN	500,000	$321.76	$339.29
500,000	AND LESS THAN	550,000	$321.92	$339.48
550,000	AND LESS THAN	600,000	$322.08	$339.67
600,000	AND LESS THAN	650,000	$322.24	$339.86
650,000	AND LESS THAN	700,000	$322.40	$340.05
700,000	AND LESS THAN	750,000	$322.56	$340.25
750,000	AND LESS THAN	800,000	$322.72	$340.44
800,000	AND LESS THAN	850,000	$322.88	$340.63
850,000	AND LESS THAN	900,000	$323.04	$340.82
900,000	AND LESS THAN	950,000	$323.20	$341.01
950,000	AND LESS THAN	1,000,000	$323.36	$341.21
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16	$0.19
HOSTLING SERVICE				
OUTSIDE HOSTLER			$320.89	$338.41
INSIDE HOSTLER			$315.44	$331.94
OUTSIDE HOSTLER HELPER			$310.80	$325.78

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

BLET

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 MARCH 11, 1969 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	$325.27
140,000	AND LESS THAN	200,000	$325.62
200,000	AND LESS THAN	250,000	$325.79
250,000	AND LESS THAN	300,000	$325.96
300,000	AND LESS THAN	350,000	$326.23
350,000	AND LESS THAN	400,000	$326.31
400,000	AND LESS THAN	450,000	$326.47
450,000	AND LESS THAN	500,000	$326.63
500,000	AND LESS THAN	550,000	$326.79
550,000	AND LESS THAN	600,000	$326.95
600,000	AND LESS THAN	650,000	$327.11
650,000	AND LESS THAN	700,000	$327.27
700,000	AND LESS THAN	750,000	$327.43
750,000	AND LESS THAN	800,000	$327.59
800,000	AND LESS THAN	850,000	$327.75
850,000	AND LESS THAN	900,000	$327.91
900,000	AND LESS THAN	950,000	$328.07
950,000	AND LESS THAN	1,000,000	$328.23
1,000,000	POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
LESS THAN	80,000	$335.75	250.80 ¢
80,000 AND LESS THAN	100,000	$335.75	250.80 ¢
100,000 AND LESS THAN	140,000	$335.84	250.89 ¢
140,000 AND LESS THAN	170,000	$335.92	250.97 ¢
170,000 AND LESS THAN	200,000	$336.01	251.06 ¢
200,000 AND LESS THAN	250,000	$336.10	251.15 ¢
250,000 AND LESS THAN	300,000	$336.18	251.23 ¢
300,000 AND LESS THAN	350,000	$336.27	251.32 ¢
350,000 AND LESS THAN	400,000	$336.35	251.40 ¢
400,000 AND LESS THAN	450,000	$336.44	251.49 ¢
450,000 AND LESS THAN	500,000	$336.53	251.58 ¢
500,000 AND LESS THAN	550,000	$336.61	251.66 ¢
550,000 AND LESS THAN	600,000	$336.70	251.75 ¢
600,000 AND LESS THAN	650,000	$336.78	251.83 ¢
650,000 AND LESS THAN	700,000	$336.87	251.92 ¢
700,000 AND LESS THAN	750,000	$336.95	252.00 ¢
750,000 AND LESS THAN	800,000	$337.04	252.09 ¢
800,000 AND LESS THAN	850,000	$337.12	252.17 ¢
850,000 AND LESS THAN	900,000	$337.21	252.26 ¢
900,000 AND LESS THAN	950,000	$337.29	252.34 ¢
950,000 AND LESS THAN	1,000,000	$337.38	252.43 ¢
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		$336.01	251.06 ¢
DAILY EARNINGS MINIMUM		$337.27	

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$364.13	271.82 ¢
140,000	AND LESS THAN	200,000	$364.56	272.25 ¢
200,000	AND LESS THAN	250,000	$364.73	272.42 ¢
250,000	AND LESS THAN	300,000	$364.88	272.57 ¢
300,000	AND LESS THAN	350,000	$365.03	272.72 ¢
350,000	AND LESS THAN	400,000	$365.24	272.93 ¢
400,000	AND LESS THAN	450,000	$365.45	273.14 ¢
450,000	AND LESS THAN	500,000	$365.66	273.35 ¢
500,000	AND LESS THAN	550,000	$365.87	273.56 ¢
550,000	AND LESS THAN	600,000	$366.05	273.74 ¢
600,000	AND LESS THAN	650,000	$366.23	273.92 ¢
650,000	AND LESS THAN	700,000	$366.41	274.10 ¢
700,000	AND LESS THAN	750,000	$366.59	274.28 ¢
750,000	AND LESS THAN	800,000	$366.77	274.46 ¢
800,000	AND LESS THAN	850,000	$366.95	274.64 ¢
850,000	AND LESS THAN	900,000	$367.13	274.82 ¢
900,000	AND LESS THAN	950,000	$367.31	275.00 ¢
950,000	AND LESS THAN	1,000,000	$367.49	275.18 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.18	0.18 ¢

DAILY EARNINGS MINIMUM $365.64
ARTICLE III(B) OF AGREEMENT OF OCTOBER 27, 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
3.50 PERCENT INCREASE TO THE
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	STANDARD BASIC DAILY RATES 5 DAY WORK WEEK
	LESS THAN	500,000	$357.13	$383.30
500,000	AND LESS THAN	550,000	$357.34	$383.55
550,000	AND LESS THAN	600,000	$357.52	$383.77
600,000	AND LESS THAN	650,000	$357.70	$383.98
650,000	AND LESS THAN	700,000	$357.88	$384.20
700,000	AND LESS THAN	750,000	$358.06	$384.42
750,000	AND LESS THAN	800,000	$358.24	$384.63
800,000	AND LESS THAN	850,000	$358.42	$384.85
850,000	AND LESS THAN	900,000	$358.60	$385.06
900,000	AND LESS THAN	950,000	$358.78	$385.28
950,000	AND LESS THAN	1,000,000	$358.96	$385.50
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
3.50 PERCENT INCREASE TO THE
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2027

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	80,000	$314.54	236.66 ¢
80,000	AND LESS THAN	100,000	$314.63	236.75 ¢
100,000	AND LESS THAN	140,000	$314.71	236.83 ¢
140,000	AND LESS THAN	170,000	$314.89	237.01 ¢
170,000	AND LESS THAN	200,000	$314.97	237.09 ¢
200,000	AND LESS THAN	250,000	$315.06	237.18 ¢
250,000	AND LESS THAN	300,000	$315.06	237.18 ¢
300,000	AND LESS THAN	350,000	$315.14	237.26 ¢
350,000	AND LESS THAN	400,000	$315.23	237.35 ¢
400,000	AND LESS THAN	450,000	$315.32	237.44 ¢
450,000	AND LESS THAN	500,000	$315.40	237.52 ¢
500,000	AND LESS THAN	550,000	$315.49	237.61 ¢
550,000	AND LESS THAN	600,000	$315.57	237.69 ¢
600,000	AND LESS THAN	650,000	$315.65	237.77 ¢
650,000	AND LESS THAN	700,000	$315.73	237.85 ¢
700,000	AND LESS THAN	750,000	$315.81	237.93 ¢
750,000	AND LESS THAN	800,000	$315.89	238.01 ¢
800,000	AND LESS THAN	850,000	$315.97	238.09 ¢
850,000	AND LESS THAN	900,000	$316.05	238.17 ¢
900,000	AND LESS THAN	950,000	$316.13	238.25 ¢
950,000	AND LESS THAN	1,000,000	$316.21	238.33 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.08	0.08 ¢

DAILY EARNINGS MINIMUM $315.88

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

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$333.51	250.62 ¢
140,000	AND LESS THAN	200,000	$333.86	250.97 ¢
200,000	AND LESS THAN	250,000	$334.03	251.14 ¢
250,000	AND LESS THAN	300,000	$334.20	251.31 ¢
300,000	AND LESS THAN	350,000	$334.47	251.58 ¢
350,000	AND LESS THAN	400,000	$334.55	251.66 ¢
400,000	AND LESS THAN	450,000	$334.71	251.82 ¢
450,000	AND LESS THAN	500,000	$334.87	251.98 ¢
500,000	AND LESS THAN	550,000	$335.03	252.14 ¢
550,000	AND LESS THAN	600,000	$335.19	252.30 ¢
600,000	AND LESS THAN	650,000	$335.35	252.46 ¢
650,000	AND LESS THAN	700,000	$335.51	252.62 ¢
700,000	AND LESS THAN	750,000	$335.67	252.78 ¢
750,000	AND LESS THAN	800,000	$335.83	252.94 ¢
800,000	AND LESS THAN	850,000	$335.99	253.10 ¢
850,000	AND LESS THAN	900,000	$336.15	253.26 ¢
900,000	AND LESS THAN	950,000	$336.31	253.42 ¢
950,000	AND LESS THAN	1,000,000	$336.47	253.58 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD			$0.16	0.16 ¢

DAILY EARNINGS MINIMUM $334.93
ARTICLE III(B) OF AGREEMENT OCT. 27, 1955

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

YARD SERVICE WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
	LESS THAN	500,000	$333.02	$351.17
500,000	AND LESS THAN	550,000	$333.18	$351.36
550,000	AND LESS THAN	600,000	$333.34	$351.55
600,000	AND LESS THAN	650,000	$333.50	$351.74
650,000	AND LESS THAN	700,000	$333.66	$351.93
700,000	AND LESS THAN	750,000	$333.82	$352.13
750,000	AND LESS THAN	800,000	$333.98	$352.32
800,000	AND LESS THAN	850,000	$334.14	$352.51
850,000	AND LESS THAN	900,000	$334.30	$352.70
900,000	AND LESS THAN	950,000	$334.46	$352.89
950,000	AND LESS THAN	1,000,000	$334.62	$353.09
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16	$0.19

HOSTLING SERVICE		
OUTSIDE HOSTLER	$332.12	$350.25
INSIDE HOSTLER	$326.48	$343.56
OUTSIDE HOSTLER HELPER	$321.68	$337.18

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

BLET

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 MARCH 11, 1969 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	$336.74
140,000	AND LESS THAN	200,000	$337.09
200,000	AND LESS THAN	250,000	$337.26
250,000	AND LESS THAN	300,000	$337.43
300,000	AND LESS THAN	350,000	$337.70
350,000	AND LESS THAN	400,000	$337.78
400,000	AND LESS THAN	450,000	$337.94
450,000	AND LESS THAN	500,000	$338.10
500,000	AND LESS THAN	550,000	$338.26
550,000	AND LESS THAN	600,000	$338.42
600,000	AND LESS THAN	650,000	$338.58
650,000	AND LESS THAN	700,000	$338.74
700,000	AND LESS THAN	750,000	$338.90
750,000	AND LESS THAN	800,000	$339.06
800,000	AND LESS THAN	850,000	$339.22
850,000	AND LESS THAN	900,000	$339.38
900,000	AND LESS THAN	950,000	$339.54
950,000	AND LESS THAN	1,000,000	$339.70
1,000,000	POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
LESS THAN	80,000	$346.70	258.98 ¢
80,000 AND LESS THAN	100,000	$346.70	258.98 ¢
100,000 AND LESS THAN	140,000	$346.79	259.07 ¢
140,000 AND LESS THAN	170,000	$346.87	259.15 ¢
170,000 AND LESS THAN	200,000	$346.96	259.24 ¢
200,000 AND LESS THAN	250,000	$347.05	259.33 ¢
250,000 AND LESS THAN	300,000	$347.13	259.41 ¢
300,000 AND LESS THAN	350,000	$347.22	259.50 ¢
350,000 AND LESS THAN	400,000	$347.30	259.58 ¢
400,000 AND LESS THAN	450,000	$347.39	259.67 ¢
450,000 AND LESS THAN	500,000	$347.48	259.76 ¢
500,000 AND LESS THAN	550,000	$347.56	259.84 ¢
550,000 AND LESS THAN	600,000	$347.65	259.93 ¢
600,000 AND LESS THAN	650,000	$347.73	260.01 ¢
650,000 AND LESS THAN	700,000	$347.82	260.10 ¢
700,000 AND LESS THAN	750,000	$347.90	260.18 ¢
750,000 AND LESS THAN	800,000	$347.99	260.27 ¢
800,000 AND LESS THAN	850,000	$348.07	260.35 ¢
850,000 AND LESS THAN	900,000	$348.16	260.44 ¢
900,000 AND LESS THAN	950,000	$348.24	260.52 ¢
950,000 AND LESS THAN	1,000,000	$348.33	260.61 ¢
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		$346.96	259.24 ¢
DAILY EARNINGS MINIMUM		$348.22	

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$376.07	280.76 ¢
140,000	AND LESS THAN	200,000	$376.50	281.19 ¢
200,000	AND LESS THAN	250,000	$376.67	281.36 ¢
250,000	AND LESS THAN	300,000	$376.82	281.51 ¢
300,000	AND LESS THAN	350,000	$376.97	281.66 ¢
350,000	AND LESS THAN	400,000	$377.18	281.87 ¢
400,000	AND LESS THAN	450,000	$377.39	282.08 ¢
450,000	AND LESS THAN	500,000	$377.60	282.29 ¢
500,000	AND LESS THAN	550,000	$377.81	282.50 ¢
550,000	AND LESS THAN	600,000	$377.99	282.68 ¢
600,000	AND LESS THAN	650,000	$378.17	282.86 ¢
650,000	AND LESS THAN	700,000	$378.35	283.04 ¢
700,000	AND LESS THAN	750,000	$378.53	283.22 ¢
750,000	AND LESS THAN	800,000	$378.71	283.40 ¢
800,000	AND LESS THAN	850,000	$378.89	283.58 ¢
850,000	AND LESS THAN	900,000	$379.07	283.76 ¢
900,000	AND LESS THAN	950,000	$379.25	283.94 ¢
950,000	AND LESS THAN	1,000,000	$379.43	284.12 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.18	0.18 ¢

DAILY EARNINGS MINIMUM $377.58
ARTICLE III(B) OF AGREEMENT OF OCTOBER 27, 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, 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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
	LESS THAN	500,000	$368.74	$395.76
500,000	AND LESS THAN	550,000	$368.95	$396.01
550,000	AND LESS THAN	600,000	$369.13	$396.23
600,000	AND LESS THAN	650,000	$369.31	$396.44
650,000	AND LESS THAN	700,000	$369.49	$396.66
700,000	AND LESS THAN	750,000	$369.67	$396.88
750,000	AND LESS THAN	800,000	$369.85	$397.09
800,000	AND LESS THAN	850,000	$370.03	$397.31
850,000	AND LESS THAN	900,000	$370.21	$397.52
900,000	AND LESS THAN	950,000	$370.39	$397.74
950,000	AND LESS THAN	1,000,000	$370.57	$397.96
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

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	80,000	$324.80	244.39 ¢
80,000	AND LESS THAN	100,000	$324.89	244.48 ¢
100,000	AND LESS THAN	140,000	$324.97	244.56 ¢
140,000	AND LESS THAN	170,000	$325.15	244.74 ¢
170,000	AND LESS THAN	200,000	$325.23	244.82 ¢
200,000	AND LESS THAN	250,000	$325.32	244.91 ¢
250,000	AND LESS THAN	300,000	$325.32	244.91 ¢
300,000	AND LESS THAN	350,000	$325.40	244.99 ¢
350,000	AND LESS THAN	400,000	$325.49	245.08 ¢
400,000	AND LESS THAN	450,000	$325.58	245.17 ¢
450,000	AND LESS THAN	500,000	$325.66	245.25 ¢
500,000	AND LESS THAN	550,000	$325.75	245.34 ¢
550,000	AND LESS THAN	600,000	$325.83	245.42 ¢
600,000	AND LESS THAN	650,000	$325.91	245.50 ¢
650,000	AND LESS THAN	700,000	$325.99	245.58 ¢
700,000	AND LESS THAN	750,000	$326.07	245.66 ¢
750,000	AND LESS THAN	800,000	$326.15	245.74 ¢
800,000	AND LESS THAN	850,000	$326.23	245.82 ¢
850,000	AND LESS THAN	900,000	$326.31	245.90 ¢
900,000	AND LESS THAN	950,000	$326.39	245.98 ¢
950,000	AND LESS THAN	1,000,000	$326.47	246.06 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.08	0.08 ¢

DAILY EARNINGS MINIMUM $326.14

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

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$344.45	258.86 ¢
140,000	AND LESS THAN	200,000	$344.80	259.21 ¢
200,000	AND LESS THAN	250,000	$344.97	259.38 ¢
250,000	AND LESS THAN	300,000	$345.14	259.55 ¢
300,000	AND LESS THAN	350,000	$345.41	259.82 ¢
350,000	AND LESS THAN	400,000	$345.49	259.90 ¢
400,000	AND LESS THAN	450,000	$345.65	260.06 ¢
450,000	AND LESS THAN	500,000	$345.81	260.22 ¢
500,000	AND LESS THAN	550,000	$345.97	260.38 ¢
550,000	AND LESS THAN	600,000	$346.13	260.54 ¢
600,000	AND LESS THAN	650,000	$346.29	260.70 ¢
650,000	AND LESS THAN	700,000	$346.45	260.86 ¢
700,000	AND LESS THAN	750,000	$346.61	261.02 ¢
750,000	AND LESS THAN	800,000	$346.77	261.18 ¢
800,000	AND LESS THAN	850,000	$346.93	261.34 ¢
850,000	AND LESS THAN	900,000	$347.09	261.50 ¢
900,000	AND LESS THAN	950,000	$347.25	261.66 ¢
950,000	AND LESS THAN	1,000,000	$347.41	261.82 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD			$0.16	0.16 ¢

DAILY EARNINGS MINIMUM $345.87
ARTICLE III(B) OF AGREEMENT OCT. 27, 1955

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

YARD SERVICE WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
	LESS THAN	500,000	$343.84	$362.58
500,000	AND LESS THAN	550,000	$344.00	$362.77
550,000	AND LESS THAN	600,000	$344.16	$362.96
600,000	AND LESS THAN	650,000	$344.32	$363.15
650,000	AND LESS THAN	700,000	$344.48	$363.34
700,000	AND LESS THAN	750,000	$344.64	$363.54
750,000	AND LESS THAN	800,000	$344.80	$363.73
800,000	AND LESS THAN	850,000	$344.96	$363.92
850,000	AND LESS THAN	900,000	$345.12	$364.11
900,000	AND LESS THAN	950,000	$345.28	$364.30
950,000	AND LESS THAN	1,000,000	$345.44	$364.50
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16	$0.19

HOSTLING SERVICE		
OUTSIDE HOSTLER	$342.91	$361.63
INSIDE HOSTLER	$337.09	$354.73
OUTSIDE HOSTLER HELPER	$332.13	$348.14

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

BLET

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 MARCH 11, 1969 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	$347.77
140,000	AND LESS THAN	200,000	$348.12
200,000	AND LESS THAN	250,000	$348.29
250,000	AND LESS THAN	300,000	$348.46
300,000	AND LESS THAN	350,000	$348.73
350,000	AND LESS THAN	400,000	$348.81
400,000	AND LESS THAN	450,000	$348.97
450,000	AND LESS THAN	500,000	$349.13
500,000	AND LESS THAN	550,000	$349.29
550,000	AND LESS THAN	600,000	$349.45
600,000	AND LESS THAN	650,000	$349.61
650,000	AND LESS THAN	700,000	$349.77
700,000	AND LESS THAN	750,000	$349.93
750,000	AND LESS THAN	800,000	$350.09
800,000	AND LESS THAN	850,000	$350.25
850,000	AND LESS THAN	900,000	$350.41
900,000	AND LESS THAN	950,000	$350.57
950,000	AND LESS THAN	1,000,000	$350.73
1,000,000	POUNDS AND OVER:		
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)		STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
LESS THAN	80,000	$357.13	266.78 ¢
80,000 AND LESS THAN	100,000	$357.13	266.78 ¢
100,000 AND LESS THAN	140,000	$357.22	266.87 ¢
140,000 AND LESS THAN	170,000	$357.30	266.95 ¢
170,000 AND LESS THAN	200,000	$357.39	267.04 ¢
200,000 AND LESS THAN	250,000	$357.48	267.13 ¢
250,000 AND LESS THAN	300,000	$357.56	267.21 ¢
300,000 AND LESS THAN	350,000	$357.65	267.30 ¢
350,000 AND LESS THAN	400,000	$357.73	267.38 ¢
400,000 AND LESS THAN	450,000	$357.82	267.47 ¢
450,000 AND LESS THAN	500,000	$357.91	267.56 ¢
500,000 AND LESS THAN	550,000	$357.99	267.64 ¢
550,000 AND LESS THAN	600,000	$358.08	267.73 ¢
600,000 AND LESS THAN	650,000	$358.16	267.81 ¢
650,000 AND LESS THAN	700,000	$358.25	267.90 ¢
700,000 AND LESS THAN	750,000	$358.33	267.98 ¢
750,000 AND LESS THAN	800,000	$358.42	268.07 ¢
800,000 AND LESS THAN	850,000	$358.50	268.15 ¢
850,000 AND LESS THAN	900,000	$358.59	268.24 ¢
900,000 AND LESS THAN	950,000	$358.67	268.32 ¢
950,000 AND LESS THAN	1,000,000	$358.76	268.41 ¢
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		$357.39	267.04 ¢
DAILY EARNINGS MINIMUM		$358.65	

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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$387.45	289.28 ¢
140,000	AND LESS THAN	200,000	$387.88	289.71 ¢
200,000	AND LESS THAN	250,000	$388.05	289.88 ¢
250,000	AND LESS THAN	300,000	$388.20	290.03 ¢
300,000	AND LESS THAN	350,000	$388.35	290.18 ¢
350,000	AND LESS THAN	400,000	$388.56	290.39 ¢
400,000	AND LESS THAN	450,000	$388.77	290.60 ¢
450,000	AND LESS THAN	500,000	$388.98	290.81 ¢
500,000	AND LESS THAN	550,000	$389.19	291.02 ¢
550,000	AND LESS THAN	600,000	$389.37	291.20 ¢
600,000	AND LESS THAN	650,000	$389.55	291.38 ¢
650,000	AND LESS THAN	700,000	$389.73	291.56 ¢
700,000	AND LESS THAN	750,000	$389.91	291.74 ¢
750,000	AND LESS THAN	800,000	$390.09	291.92 ¢
800,000	AND LESS THAN	850,000	$390.27	292.10 ¢
850,000	AND LESS THAN	900,000	$390.45	292.28 ¢
900,000	AND LESS THAN	950,000	$390.63	292.46 ¢
950,000	AND LESS THAN	1,000,000	$390.81	292.64 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.18	0.18 ¢

DAILY EARNINGS MINIMUM $388.96
ARTICLE III(B) OF AGREEMENT OF OCTOBER 27, 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, 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

BLET

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	STANDARD BASIC DAILY RATES 5 DAY WORK WEEK
	LESS THAN	500,000	$379.80	$407.63
500,000	AND LESS THAN	550,000	$380.01	$407.88
550,000	AND LESS THAN	600,000	$380.19	$408.10
600,000	AND LESS THAN	650,000	$380.37	$408.31
650,000	AND LESS THAN	700,000	$380.55	$408.53
700,000	AND LESS THAN	750,000	$380.73	$408.75
750,000	AND LESS THAN	800,000	$380.91	$408.96
800,000	AND LESS THAN	850,000	$381.09	$409.18
850,000	AND LESS THAN	900,000	$381.27	$409.39
900,000	AND LESS THAN	950,000	$381.45	$409.61
950,000	AND LESS THAN	1,000,000	$381.63	$409.83
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
3.00 PERCENT INCREASE TO THE
STANDARD BASIC RATES OF PAY WHICH WERE IN EFFECT JUNE 30, 2029

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	80,000	$334.58	251.76 ¢
80,000	AND LESS THAN	100,000	$334.67	251.85 ¢
100,000	AND LESS THAN	140,000	$334.75	251.93 ¢
140,000	AND LESS THAN	170,000	$334.93	252.11 ¢
170,000	AND LESS THAN	200,000	$335.01	252.19 ¢
200,000	AND LESS THAN	250,000	$335.10	252.28 ¢
250,000	AND LESS THAN	300,000	$335.10	252.28 ¢
300,000	AND LESS THAN	350,000	$335.18	252.36 ¢
350,000	AND LESS THAN	400,000	$335.27	252.45 ¢
400,000	AND LESS THAN	450,000	$335.36	252.54 ¢
450,000	AND LESS THAN	500,000	$335.44	252.62 ¢
500,000	AND LESS THAN	550,000	$335.53	252.71 ¢
550,000	AND LESS THAN	600,000	$335.61	252.79 ¢
600,000	AND LESS THAN	650,000	$335.69	252.87 ¢
650,000	AND LESS THAN	700,000	$335.77	252.95 ¢
700,000	AND LESS THAN	750,000	$335.85	253.03 ¢
750,000	AND LESS THAN	800,000	$335.93	253.11 ¢
800,000	AND LESS THAN	850,000	$336.01	253.19 ¢
850,000	AND LESS THAN	900,000	$336.09	253.27 ¢
900,000	AND LESS THAN	950,000	$336.17	253.35 ¢
950,000	AND LESS THAN	1,000,000	$336.25	253.43 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.08	0.08 ¢

DAILY EARNINGS MINIMUM $335.92

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

BLET

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY AND MILEAGE RATES DAILY RATES	MILEAGE RATES
	LESS THAN	140,000	$354.87	266.71 ¢
140,000	AND LESS THAN	200,000	$355.22	267.06 ¢
200,000	AND LESS THAN	250,000	$355.39	267.23 ¢
250,000	AND LESS THAN	300,000	$355.56	267.40 ¢
300,000	AND LESS THAN	350,000	$355.83	267.67 ¢
350,000	AND LESS THAN	400,000	$355.91	267.75 ¢
400,000	AND LESS THAN	450,000	$356.07	267.91 ¢
450,000	AND LESS THAN	500,000	$356.23	268.07 ¢
500,000	AND LESS THAN	550,000	$356.39	268.23 ¢
550,000	AND LESS THAN	600,000	$356.55	268.39 ¢
600,000	AND LESS THAN	650,000	$356.71	268.55 ¢
650,000	AND LESS THAN	700,000	$356.87	268.71 ¢
700,000	AND LESS THAN	750,000	$357.03	268.87 ¢
750,000	AND LESS THAN	800,000	$357.19	269.03 ¢
800,000	AND LESS THAN	850,000	$357.35	269.19 ¢
850,000	AND LESS THAN	900,000	$357.51	269.35 ¢
900,000	AND LESS THAN	950,000	$357.67	269.51 ¢
950,000	AND LESS THAN	1,000,000	$357.83	269.67 ¢
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD			$0.16	0.16 ¢
DAILY EARNINGS MINIMUM			$356.29	
ARTICLE III(B) OF AGREEMENT OCT. 27, 1955				

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

YARD SERVICE WEIGHT ON DRIVERS (POUNDS)			STANDARD BASIC DAILY RATES 6 OR 7 DAY WORK WEEK	5 DAY WORK WEEK
	LESS THAN	500,000	$354.16	$373.46
500,000	AND LESS THAN	550,000	$354.32	$373.65
550,000	AND LESS THAN	600,000	$354.48	$373.84
600,000	AND LESS THAN	650,000	$354.64	$374.03
650,000	AND LESS THAN	700,000	$354.80	$374.22
700,000	AND LESS THAN	750,000	$354.96	$374.42
750,000	AND LESS THAN	800,000	$355.12	$374.61
800,000	AND LESS THAN	850,000	$355.28	$374.80
850,000	AND LESS THAN	900,000	$355.44	$374.99
900,000	AND LESS THAN	950,000	$355.60	$375.18
950,000	AND LESS THAN	1,000,000	$355.76	$375.38
1,000,000	POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS				
OR FRACTION THEREOF - ADD:			$0.16	$0.19
HOSTLING SERVICE				
OUTSIDE HOSTLER			$353.20	$372.48
INSIDE HOSTLER			$347.20	$365.37
OUTSIDE HOSTLER HELPER			$342.09	$358.58

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

BLET

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 MARCH 11, 1969 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	$358.28
140,000	AND LESS THAN	200,000	$358.63
200,000	AND LESS THAN	250,000	$358.80
250,000	AND LESS THAN	300,000	$358.97
300,000	AND LESS THAN	350,000	$359.24
350,000	AND LESS THAN	400,000	$359.32
400,000	AND LESS THAN	450,000	$359.48
450,000	AND LESS THAN	500,000	$359.64
500,000	AND LESS THAN	550,000	$359.80
550,000	AND LESS THAN	600,000	$359.96
600,000	AND LESS THAN	650,000	$360.12
650,000	AND LESS THAN	700,000	$360.28
700,000	AND LESS THAN	750,000	$360.44
750,000	AND LESS THAN	800,000	$360.60
800,000	AND LESS THAN	850,000	$360.76
850,000	AND LESS THAN	900,000	$360.92
900,000	AND LESS THAN	950,000	$361.08
950,000	AND LESS THAN	1,000,000	$361.24
1,000,000 POUNDS AND OVER:			
FOR EACH ADDITIONAL 50,000 POUNDS OR FRACTION THEREOF - ADD:			$0.16