

Illustration of Tentative Wage Agreement Retroactivity and Total Value Over Term of Agreement

Brotherhood of Maintenance of Way Employes Division
Based on Average ST Hourly Rate for Craft and Average Monthly Pay Hours of 173.3

Date	Harris COLA	Present Rates	Proposed Increases	Proposed Rate	Incremental Increase	Wage Value	Health Ins. Cont. per Mo.	Total HI Offset
Jan 1, 2000		\$18.00		\$18.00	\$0.00			
Jan 1, 2001	\$0.27	\$18.27	\$0.27	\$18.27	\$0.00	\$0		
DOS			(\$1.44)	\$18.27				
July 1, 2001	\$0.11	\$18.38	\$0.11	\$18.38	\$0.00	\$0	(\$33.39)	(\$401)
Jan 1, 2002	\$0.10	\$18.48	\$0.10	\$18.48	\$0.00	\$0		
July 1, 2002	\$0.00	\$18.48	6.087%	\$19.38	\$0.90	\$936	(\$81.18)	(\$974)
Jan 1, 2003	\$0.11	\$18.59		\$19.38	\$0.79	\$821		
July 1, 2003	\$0.16	\$18.75	3.00%	\$19.96	\$1.21	\$1,258	(\$79.74)	(\$957)
Jan 1, 2004	\$0.03	\$18.78		\$19.96	\$1.18	\$1,227		
July 1, 2004	\$0.09	\$18.87	3.25%	\$20.61	\$1.74	\$1,809	(\$91.32)	(\$1,096)
Jan 1, 2005	\$0.12	\$18.99		\$20.61	\$1.62	\$1,684		
July 1, 2005	\$0.15	\$19.14	2.50%	\$21.13	\$1.99	\$2,069	(\$97.43)	(\$585)
Jan 1, 2006	\$0.31	\$19.45		\$21.13	\$1.68	\$1,747	(\$123.28)	(\$1,479)
July 1, 2006	\$0.01	\$19.46	3.00%	\$21.76	\$2.30	\$2,392		
Jan 1, 2007	\$0.15	\$19.61		\$21.76	\$2.15	\$2,236	(\$166.25)	(\$1,995)
July 1, 2007	\$0.10	\$19.71	3.00%	\$22.41	\$2.70	\$2,807		
Jan 1, 2008	\$0.10	\$19.81		\$22.41	\$2.60	\$2,703	(\$166.25)	(\$1,995)
July 1, 2008	\$0.10	\$19.91	4.00%	\$23.31	\$3.40	\$3,535		
Jan 1, 2009	\$0.10	\$20.01		\$23.31	\$3.30	\$3,431	(\$182.88)	(\$2,195)
July 1, 2009	\$0.10	\$20.11	4.50%	\$24.36	\$4.25	\$4,419		
Jan 1, 2010	Amendable						(\$200.00)	
Gross Wage Value to 1/1/10 =						\$54,704		
Prepaid Harris COLA (including projected to 1/1/10) =						(\$21,628)		
Incremental Wage Value =						\$33,076		
Employee HI Contribution to 1/1/10 =						(\$11,676)		
Incremental Value Net of HI Contribution =						\$21,400		
Wage Retroactivity (Excl. Harris COLA) 1/1/08 =						\$18,987		
Employee HI Contributions to 1/1/08 =						(\$7,487)		
Retroactive Wage Payment 1/1/08 =						\$11,500		

Note: Assumes employee contribution increases 10 percent in 2009 and reaches \$200 per month by 2010.
Assumes future \$.10 Harris COLA every 6-months under status quo.