



***United
Transportation
Union***

General Committee
Of
Adjustment #0225

Union Pacific Railroad Company
(Former C&NW Railway Co.)

Rates of Pay

Effective December 1, 2004
For Employees Hired After June 1, 1996

Michael J. Reedy
General Chairman

Jerry L. Kalbfell
Vice General Chairman

Randy L. Rardin
Secretary

307 W. Layton Ave.
Milwaukee, Wisconsin 53207

Progress Through Unity

Conductor – Brakeman - Passenger Service

Guarantees

	Daily Rate	Over Miles	Daily Earnings	Monthly Earnings
Conductor	\$156.30	0.7965	157.20	4689.00
Ticket Collector	147.19	0.7561	148.09	4415.70
Brakeman	144.67	0.7435	145.57	4340.10
Back Up Rate	123.44	\$8.81	-	-
Extra Board DH	Cond.	Coll.		
Rate Per Mile-auto	\$1.5630	\$1.4719		

Core Trainer \$258.49

Road Switcher Rates

	Daily Rate	Over Miles	Pro Rata	Punitive Rate
Conductor	\$172.02	\$1.4156	\$21.50	\$32.25
Brakeman	\$165.01	\$1.3586	\$20.63	\$30.94

Yard Rates

	Daily Rate	Pro Rata	Punitive Rate
Footboard Yardmaster	\$186.36	22.61	33.91
Car Retarder	233.19	29.15	43.72
Hump/Trim Foreman	247.06	30.88	46.32
CTC Transfer Foreman	245.05	30.63	45.95

Employees working an assignment
(except Hump/Trim or CTC Tr Frmn)
without a Helper or Brakeman
receive \$10.75 per tour of duty.

Yard Rates

Yard Foreman Basic Daily Rate = \$172.02

Pro Rata: Hours = \$21.50 Minute = \$0.3584 5 Minute = \$1.79

Punitive: Hours = \$32.25 Minute = \$0.5376 5 Minute = \$2.69

46 Minutes = \$16.49

Minutes	8 Hrs.	9 Hrs.	10 Hrs.	11 Hrs.	12 Hrs.
0	\$172.02	204.27	236.53	268.78	301.04
5	174.71	206.96	239.22	271.47	303.72
10	177.40	209.65	241.90	274.16	306.41
15	180.08	212.34	244.59	276.84	309.10
20	182.77	215.03	247.28	279.53	311.79
25	185.46	217.71	249.97	282.22	314.47
30	188.15	220.40	252.65	284.91	317.16
35	190.83	223.09	255.34	287.60	319.85
40	193.52	225.78	258.03	290.28	322.54
45	196.21	228.46	260.72	292.97	325.23
50	198.90	231.15	263.41	295.66	327.91
55	201.59	233.84	266.09	298.35	330.60

Yard Helper Basic Daily Rate = \$165.01

Pro Rata: Hours = \$20.63 Minute = \$0.3438 5 Minute = \$1.72

Punitive: Hours = \$30.94 Minute = \$0.5157 5 Minute = \$2.58

46 Minutes = \$15.81

Minutes	8 Hrs.	9 Hrs.	10 Hrs.	11 Hrs.	12 Hrs.
0	\$165.01	195.95	226.89	257.83	288.77
5	167.59	198.53	229.47	260.41	291.35
10	170.17	201.11	232.05	262.98	293.92
15	172.74	203.68	234.62	265.56	296.50
20	175.32	206.26	237.20	268.14	299.08
25	177.90	208.84	239.78	270.72	301.66
30	180.48	211.42	242.36	273.30	304.24
35	183.06	214.00	244.94	275.88	306.82
40	185.64	216.58	247.52	278.45	309.39
45	188.21	219.15	250.09	281.03	311.97
50	190.79	221.73	252.67	283.61	314.55
55	193.37	224.31	255.25	286.19	317.13

Road Rates

Conductor – Through Freight
 Runs **Over** 130 Miles Per Day
 (mileage rates shown are for miles in excess of 130 miles)
 When working **without** a Brakeman add \$10.75 per day

	Daily Rate	Over Miles	Pro Rata	Punitive Rate
Base Rate	\$153.46	1.151	19.18	28.77
Less than 81 Cars	153.81	1.1545	19.22	28.84
81 – 105 Cars	154.46	1.161	19.31	28.96
106 – 125 Cars	154.86	1.165	19.36	29.03
126 – 145 Cars	155.11	1.1675	19.39	29.08
146 – 165 Cars	155.21	1.1685	19.40	29.10
166 – 185 Cars	155.41	1.1705	19.42	29.14
186 – 205 Cars	155.61	1.1725	19.45	29.17
206 – 225 Cars	155.81	1.1745	19.47	29.21
226 – 245 Cars	156.01	1.1765	19.50	29.25

Note: Add 20 Cents For Each Additional Block Of 20 Cars Or Portion Thereof.

Conductor – Through Freight
 Runs **Less Than** 130 Miles Per Day
 (paid on a daily basis without a mileage component)

	Daily Rate	Pro Rata	Punitive Rate
Base Rate	\$155.93	19.49	29.23
Less than 81 Cars	156.28	19.53	29.30
81 – 105 Cars	156.93	19.61	29.42
106 – 125 Cars	157.33	19.66	29.50
126 – 145 Cars	157.58	19.70	29.54
146 – 165 Cars	157.68	19.71	29.56
166 – 185 Cars	157.88	19.73	29.60
186 – 205 Cars	158.08	19.76	29.64
206 – 225 Cars	158.28	19.78	29.68
226 – 245 Cars	158.48	19.81	29.71

Note: Add 20 Cents For Each Additional Block Of 20 Cars Or Portion Thereof.

Road Rates

Conductor – Local Freight
Runs **Over** 100 Miles Per Day
(mileage rates shown are for miles in excess of 100 miles)

	Daily Rate	Over Miles	Pro Rata	Punitive Rate
Base Rate	\$154.09	1.1762	19.26	28.89
Less than 81 Cars	154.44	1.1797	19.30	28.96
81 – 105 Cars	155.09	1.1862	19.38	29.08
106 – 125 Cars	155.49	1.1902	19.43	29.15
126 – 145 Cars	155.74	1.1927	19.47	29.20
146 – 165 Cars	155.84	1.1937	19.48	29.22
166 – 185 Cars	156.04	1.1957	19.50	29.26
186 – 205 Cars	156.24	1.1977	19.53	29.29
206 – 225 Cars	156.44	1.1997	19.55	29.33
226 – 245 Cars	156.64	1.2017	19.58	29.37

Note: Add 20 Cents For Each Additional Block Of 20 Cars Or Portion Thereof.

Conductor – Local Freight
Runs **Less Than** 100 Miles Per Day
(paid on a daily basis without a mileage component)

	Daily Rate	Pro Rata	Punitive Rate
Base Rate	\$157.90	19.74	29.60
Less than 81 Cars	158.25	19.78	29.67
81 – 105 Cars	158.90	19.86	29.79
106 – 125 Cars	159.30	19.91	29.87
126 – 145 Cars	159.55	19.94	29.91
146 – 165 Cars	159.65	19.95	29.93
166 – 185 Cars	159.85	19.98	29.97
186 – 205 Cars	160.05	20.00	30.01
206 – 225 Cars	160.25	20.03	30.047
226 – 245 Cars	160.45	20.05	30.08

Note: Add 20 Cents For Each Additional Block Of 20 Cars Or Portion Thereof.

Road Rates

Brakeman – Through Freight
 Runs **Over** 130 Miles Per Day
 (mileage rates shown are for miles in excess of 130 miles)

	Daily Rate	Over Miles	Pro Rata	Punitive Rate
	\$143.83	1.0853	17.98	26.97
Less than 81 Cars	144.18	1.0888	18.02	27.03
81 – 105 Cars	144.83	1.0953	18.10	27.15
106 – 125 Cars	145.23	1.0993	18.15	27.23
126 – 145 Cars	145.48	1.1018	18.18	27.28
146 – 165 Cars	145.58	1.1028	18.18	27.29
166 – 185 Cars	145.78	1.1048	18.22	27.33
186 – 205 Cars	145.98	1.1068	18.25	27.37
206 – 225 Cars	146.18	1.1088	18.27	27.41
226 – 245 Cars	146.38	1.1108	18.30	27.44

Note: Add 20 Cents For Each Additional Block Of 20 Cars Or Portion Thereof.

Brakeman – Through Freight
 Runs **Less Than** 130 Miles Per Day
 (paid on a daily basis without a mileage component)

	Daily Rate	Pro Rata	Punitive Rate
Base Rate	\$146.33	18.29	27.43
Less than 81 Cars	146.68	18.33	27.50
81 – 105 Cars	147.33	18.41	27.62
106 – 125 Cars	147.73	18.46	27.70
126 – 145 Cars	147.98	18.50	27.74
146 – 165 Cars	148.08	18.51	27.76
166 – 185 Cars	148.28	18.53	27.80
186 – 205 Cars	148.48	18.56	27.84
206 – 225 Cars	148.68	18.58	27.88
226 – 245 Cars	148.88	18.61	27.91

Note: Add 20 Cents For Each Additional Block Of 20 Cars Or Portion Thereof.

Road Rates

Brakeman – Local Freight
 Runs **Over** 100 Miles Per Day
 (mileage rates shown are for miles in excess of 100 miles)

	Daily Rate	Over Miles	Pro Rate	Punitive Rate
Base Rate	\$144.32	1.109	18.04	27.06
Less than 81 Cars	144.67	1.1125	18.08	27.12
81 – 105 Cars	145.32	1.119	18.16	27.25
106 – 125 Cars	145.72	1.123	18.21	27.32
126 – 145 Cars	145.97	1.1255	18.24	27.37
146 – 165 Cars	146.07	1.1265	18.26	27.39
166 – 185 Cars	146.27	1.1285	18.28	27.42
186 – 205 Cars	146.47	1.1305	18.31	27.46
206 – 225 Cars	146.67	1.1325	18.33	27.50
226 – 245 Cars	146.87	1.1345	18.36	27.54

Note: Add 20 Cents For Each Additional Block Of 20 Cars Or Portion Thereof.

Brakeman – Local Freight
 Runs **Less Than** 100 Miles Per Day
 (paid on a daily basis without a mileage component)

	Daily Rate	Pro Rate	Punitive Rate
Base Rate	\$148.13	18.51	27.77
Less than 81 Cars	148.48	18.56	27.84
81 – 105 Cars	149.13	18.64	27.96
106 – 125 Cars	149.53	18.69	28.03
126 – 145 Cars	149.78	18.72	28.08
146 – 165 Cars	149.88	18.73	28.10
166 – 185 Cars	150.08	18.76	28.14
186 – 205 Cars	150.28	18.78	28.18
206 – 225 Cars	150.48	18.81	28.21
226 – 245 Cars	150.68	18.83	28.25

Note: Add 20 Cents For Each Additional Block Of 20 Cars Or Portion Thereof.

ID Road Rates

Runs **Over** Basic Day Miles, Interdivisional Service
(mileage rates shown are for miles in excess of 130 miles in
through freight, 100 miles local freight or road switcher)

	Cond. Thru	Brkmn. Thru	Cond. Local	Brkmn. Local
Base Rate	\$1.2433	1.2834	1.1646	1.207
Less than 81 Cars	\$1.2468	1.2869	1.1681	1.2105
81 – 105 Cars	\$1.2533	1.2934	1.1746	1.217
106 – 125 Cars	\$1.2573	1.2974	1.1786	1.221
126 – 145 Cars	\$1.2598	1.2999	1.1811	1.2235
146 – 165 Cars	\$1.2608	1.3009	1.1821	1.2245
166 – 185 Cars	\$1.2628	1.3029	1.1841	1.2265
186 – 205 Cars	\$1.2648	1.3049	1.1861	1.2285
206 – 225 Cars	\$1.2668	1.3069	1.1881	1.2305

(Rd Sw rates same, ID or non-ID)

Student Conductors receive Brakeman/Helper rate
Fireman in Training - \$823.68/6-day week

Semi-Monthly Guarantees

Extra Board Guarantee		Road Conductor	Road Brkmn	Yard
(including passenger service) 100%		\$2735.10	\$2588.55	\$1894.50
95%		2598.35	2459.12	1799.78
90%		2461.59	2329.70	1705.05
85%		2324.84	2200.27	1610.33
80%		2188.08	2070.84	1515.60
75%		2051.33	1941.41	1420.88

Pool Freight Guarantee		Road Conductor	Road Brkmn
100%		\$2901.30	\$2561.55
95%		2756.24	2433.47
90%		2611.17	2305.40
85%		2466.11	2177.32
80%		2321.04	2049.24
75%		2175.98	1921.16

The above guarantees are subject to a bonus day per pay period for 100 % availability.

Regular Assigned NOT DAILY Guarantee	Conductor Only	Conductor	Brakeman
ROAD SWITCHER	\$2723.37	\$2553.59	\$2462.85
LOCAL FREIGHT	2540.20	2370.42	2243.41
THRU FREIGHT	2514.46	2344.81	2220.01

Regular Assigned DAILY Guarantee	Conductor Only	Conductor	Brakeman
ROAD SWITCHER	\$3142.35	\$2946.45	\$2841.75
LOCAL FREIGHT	2931.00	2735.10	2588.55
THRU FREIGHT	2901.30	2705.55	2561.55

Freight Miles To Time Basis

130 Mile Day - Effective 1-1-95

Table showing time after which overtime accrues on runs of 130 to
249 miles in length on speed basis of 16.25 miles per hour

130	8'00"	170	10'28"	210	12'55"
131	8'04"	171	10'31"	211	12'59"
132	8'07"	172	10'35"	212	13'04"
133	8'11"	173	10'39"	213	13'07"
134	8'15"	174	10'43"	214	13'11"
135	8'18"	175	10'46"	215	13'15"
136	8'22"	176	10'50"	216	13'18"
137	8'26"	177	10'53"	217	13'21"
138	8'30"	178	10'57"	218	13'25"
139	8'33"	179	11'01"	219	13'29"
140	8'37"	180	11'05"	220	13'32"
141	8'41"	181	11'08"	221	13'36"
142	8'44"	182	11'12"	222	13'40"
143	8'48"	183	11'16"	223	13'43"
144	8'52"	184	11'19"	224	13'47"
145	8'55"	185	11'23"	225	13'51"
146	8'59"	186	11'27"	226	13'54"
147	9'03"	187	11'30"	227	13'58"
148	9'07"	188	11'34"	228	14'02"
149	9'10"	189	11'38"	229	14'06"
150	9'14"	190	11'42"	230	14'09"
151	9'17"	191	11'45"	231	14'13"
152	9'21"	192	11'49"	232	14'17"
153	9'25"	193	11'53"	233	14'20"
154	9'29"	194	11'56"	234	14'24"
155	9'32"	195	12'00"	235	14'28"
156	9'36"	196	12'04"	236	14'31"
157	9'40"	197	12'07"	237	14'35"
158	9'43"	198	12'11"	238	14'39"
159	9'47"	199	12'15"	239	14'42"
160	9'51"	200	12'18"	240	14'46"
161	9'55"	201	12'22"	241	14'50"
162	9'58"	202	12'26"	242	14'54"
163	10'02"	203	12'30"	243	14'57"
164	10'05"	204	12'33"	244	15'01"
165	10'09"	205	12'37"	245	15'05"
166	10'13"	206	12'41"	246	15'08"
167	10'17"	207	12'44"	247	15'12"
168	10'20"	208	12'48"	248	15'16"
169	10'24"	209	12'52"	249	15'19"