



***United
Transportation
Union***

General Committee
Of
Adjustment #0225

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

Rates of Pay

Effective December 1, 2004

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

	Daily Rate	Over Miles	Guarantees	
			Daily Minimum	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		\$8.81	-	-
Extra Board DH	Cond.	Coll.		
Rate Per Mile-auto	\$1.5630	\$1.4719		

Peer/Core Trainer \$258.49

Road Switcher Rates

	Daily Rate	Over Miles	Pro Rata	Punitive Rate
Cond. Only	209.49	1.7655	26.18	39.28
Cond. W/Brk	196.43	1.6438	24.55	36.83
Brakeman	189.45	1.5869	23.68	35.52

Yard Rates

	Daily	Pro Rata	Punitive Rate
Footboard Yardmaster Only	226.95	28.37	42.55
Ftbd Yardmaster W/Hlpr	212.80	26.60	39.90
Car Retarder	233.19	29.15	43.72
Hump/Trim Foreman	247.06	30.88	46.32
CTC Transfer Frmn	245.05	30.63	45.94

Yard Foreman Only Basic Daily Rate = \$209.49

Pro Rata:	Hours =	26.18	Minute=	0.4364	5 Minute=	2.1822
Punitive:	Hours =	39.28	Minute=	0.65	5 Minute=	3.27
			46 Minutes =	20.08		
Minutes	8 Hrs.	9 Hrs.	10 Hrs.	11 Hrs.	12 Hrs.	
0	209.49	248.77	288.05	327.33	366.61	
5	212.76	252.04	291.32	330.60	369.88	
10	216.04	255.32	294.60	333.87	373.15	
15	219.31	258.59	297.87	337.15	376.43	
20	222.58	261.86	301.14	340.42	379.70	
25	225.86	265.14	304.42	343.69	382.97	
30	229.13	268.41	307.69	346.97	386.25	
35	232.40	271.68	310.96	350.24	389.52	
40	235.68	274.96	314.24	353.51	392.79	
45	238.95	278.23	317.51	356.79	396.07	
50	242.22	281.50	320.78	360.06	399.34	
55	245.50	284.78	324.05	363.33	402.61	

Yard Rates

Yard Foreman **Two Person** Basic Daily Rate = \$196.46

Pro Rata:	Hours =	24.56	Minute =	0.409	5 Minute =	2.046
Punitive:	Hours =	36.84	Minute =	0.61	5 Minute =	3.07
			46 Minutes =	18.83		
Minutes	8 Hrs.	9 Hrs.	10 Hrs.	11 Hrs.	12 Hrs.	
0	196.46	233.30	270.13	306.97	343.81	
5	199.53	236.37	273.20	310.04	346.87	
10	202.60	239.44	276.27	313.11	349.94	
15	205.67	242.51	279.34	316.18	353.01	
20	208.74	245.58	282.41	319.25	356.08	
25	211.81	248.64	285.48	322.32	359.15	
30	214.88	251.71	288.55	325.39	362.22	
35	217.95	254.78	291.62	328.46	365.29	
40	221.02	257.85	294.69	331.53	368.36	
45	224.09	260.92	297.76	334.60	371.43	
50	227.16	263.99	300.83	337.67	374.50	
55	230.23	267.06	303.90	340.74	377.57	

Yard Helper Basic Daily Rate = \$189.45

Pro Rata:	Hours =	23.68	Minute =	0.395	5 Minute =	1.973
Punitive:	Hours =	35.52	Minute =	0.59	5 Minute =	2.96
			46 Minutes =	18.16		
Minutes	8 Hrs.	9 Hrs.	10 Hrs.	11 Hrs.	12 Hrs.	
0	189.45	224.97	260.49	296.02	331.54	
5	192.41	227.93	263.45	298.98	334.50	
10	195.37	230.89	266.41	301.94	337.46	
15	198.33	233.85	269.37	304.90	340.42	
20	201.29	236.81	272.33	307.86	343.38	
25	204.25	239.77	275.29	310.82	346.34	
30	207.21	242.73	278.25	313.78	349.30	
35	210.17	245.69	281.21	316.74	352.26	
40	213.13	248.65	284.18	319.70	355.22	
45	216.09	251.61	287.14	322.66	358.18	
50	219.05	254.57	290.10	325.62	361.14	
55	222.01	257.53	293.06	328.58	364.10	

Road Rates

Conductor Only – 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	Frozen Rate
Base Rate	190.96	1.4989	23.87	35.80	\$13.39
Less than 81 Cars	191.31	1.5024	23.91	35.87	13.43
81 – 105 Cars	191.96	1.5089	23.99	35.99	13.51
106 – 125 Cars	192.36	1.5129	24.04	36.07	13.56
126 – 145 Cars	192.61	1.5154	24.07	36.11	13.59
146 – 165 Cars	192.71	1.5164	24.09	36.13	13.73
166 – 185 Cars	192.91	1.5184	24.11	36.17	13.76
186 – 205 Cars	193.11	1.5204	24.14	36.21	13.78
206 – 225 Cars	193.31	1.5224	24.16	36.24	13.81
226 – 245 Cars	193.51	1.5244	24.19	36.28	13.83

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

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

	Daily Rate	Pro Rata	Punitive Rate	Frozen Rate
Base Rate	193.42	24.18	36.26	\$13.59
Less than 81 Cars	193.77	24.22	36.33	\$13.64
81 – 105 Cars	194.42	24.30	36.45	\$13.72
106 – 125 Cars	194.82	24.35	36.53	\$13.77
126 – 145 Cars	195.07	24.38	36.57	\$13.80
146 – 165 Cars	195.17	24.39	36.59	\$13.81
166 – 185 Cars	195.37	24.42	36.63	\$13.84
186 – 205 Cars	195.57	24.44	36.67	\$13.86
	195.77	24.47	36.70	\$13.89
226 – 245 Cars	195.97	24.49	36.74	\$13.91

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

Road Rates

Conductor – Through Freight – (1+1 Crew)
 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	Frozen Rate
Base Rate	177.90	1.3771	22.24	33.35	\$13.39
Less than 81 Cars	178.25	1.3806	22.28	33.42	\$13.43
81 – 105 Cars	178.90	1.3871	22.36	33.54	\$13.51
106 – 125 Cars	179.30	1.3911	22.41	33.62	\$13.56
126 – 145 Cars	179.55	1.3936	22.44	33.66	\$13.59
146 – 165 Cars	179.65	1.3946	22.45	33.68	\$13.73
166 – 185 Cars	179.85	1.3966	22.48	33.72	\$13.76
186 – 205 Cars	180.05	1.3986	22.50	33.76	\$13.78
206 – 225 Cars	180.25	1.4006	22.53	33.79	\$13.81
226 – 245 Cars	180.45	1.4026	22.55	33.83	\$13.83

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

Conductor – Through Freight– (1+1 Crew)
 Runs **Less Than** 130 Miles Per Day
 (paid on a daily basis without a mileage component)

	Daily Rate	Pro Rata	Punitive Rate	Frozen Rate
Base Rate	180.37	22.54	33.82	\$13.59
Less than 81 Cars	180.72	22.59	33.88	\$13.64
81 – 105 Cars	181.37	22.67	34.00	\$13.72
106 – 125 Cars	181.77	22.72	34.08	\$13.77
126 – 145 Cars	182.02	22.75	34.12	\$13.80
146 – 165 Cars	182.12	22.76	34.15	\$13.81
166 – 185 Cars	182.32	22.79	34.18	\$13.84
186 – 205 Cars	182.52	22.81	34.22	\$13.86
206 – 225 Cars	182.72	22.84	34.26	\$13.89
226 – 245 Cars	182.92	22.86	34.30	\$13.91

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

Road Rates

Conductor **Only** – 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	Frozen Rate
Base Rate	191.56	1.5267	23.94	35.92	\$13.46
Less than 81 Cars	191.91	1.5302	23.99	35.98	\$13.50
81 – 105 Cars	192.56	1.5367	24.07	36.10	\$13.58
106 – 125 Cars	192.96	1.5407	24.12	36.18	\$13.63
126 – 145 Cars	193.21	1.5432	24.15	36.22	\$13.66
146 – 165 Cars	193.31	1.5442	24.16	36.24	\$13.68
166 – 185 Cars	193.51	1.5462	24.19	36.28	\$13.70
186 – 205 Cars	193.71	1.5482	24.21	36.32	\$13.73
206 – 225 Cars	193.91	1.5502	24.24	36.36	\$13.75
226 – 245 Cars	194.11	1.5522	24.26	36.39	\$13.78

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

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

	Daily Rate	Pro Rata	Punitive Rate	Frozen Rate
Base Rate	195.40	24.42	36.64	\$13.77
Less than 81 Cars	195.75	24.47	36.70	\$13.82
81 – 105 Cars	196.40	24.55	36.82	\$13.90
106 – 125 Cars	196.80	24.60	36.90	\$13.95
126 – 145 Cars	197.05	24.63	36.94	\$13.98
146 – 165 Cars	197.15	24.64	36.96	\$13.99
166 – 185 Cars	197.35	24.67	37.00	\$14.02
186 – 205 Cars	197.55	24.69	37.04	\$14.04
206 – 225 Cars	197.75	24.72	37.08	\$14.07
226 – 245 Cars	197.95	24.74	37.11	\$14.09

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

Road Rates

Conductor – Local Freight – (1+1 Crew)
 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	Frozen Rate
Base Rate	178.54	1.4050	22.32	33.47	\$13.46
Less than 81 Cars	178.89	1.4085	22.36	33.54	\$13.50
81 – 105 Cars	179.54	1.4150	22.44	33.66	\$13.58
106 – 125 Cars	179.94	1.4190	22.49	33.74	\$13.63
126 – 145 Cars	180.19	1.4215	22.52	33.78	\$13.66
146 – 165 Cars	180.29	1.4225	22.53	33.80	\$13.68
166 – 185 Cars	180.49	1.4245	22.56	33.84	\$13.70
186 – 205 Cars	180.69	1.4265	22.58	33.88	\$13.73
206 – 225 Cars	180.89	1.4285	22.61	33.91	\$13.75
226 – 245 Cars	181.09	1.4305	22.63	33.95	\$13.78

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

Conductor – Local Freight – (1+1 Crew)
 Runs **Less Than** 100 Miles Per Day
 (paid on a daily basis without a mileage component)

	Daily Rate	Pro Rata	Punitive Rate	Frozen Rate
Base Rate	182.34	22.79	34.19	\$13.77
Less than 81 Cars	182.69	22.83	34.25	\$13.82
81 – 105 Cars	183.34	22.92	34.37	\$13.90
106 – 125 Cars	183.74	22.97	34.45	\$13.95
126 – 145 Cars	183.99	23.00	34.50	\$13.98
146 – 165 Cars	184.09	23.01	34.51	\$13.99
166 – 185 Cars	184.29	23.03	34.55	\$14.02
186 – 205 Cars	184.49	23.06	34.59	\$14.04
206 – 225 Cars	184.69	23.08	34.63	\$14.07
226 – 245 Cars	184.89	23.11	34.66	\$14.09

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	Frozen Rate
Base Rate	168.27	1.3115	21.03	31.55	\$12.58
Less than 81 Cars	168.62	1.3150	21.08	31.61	\$12.62
81 – 105 Cars	169.27	1.3215	21.16	31.74	\$12.70
106 – 125 Cars	169.67	1.3255	21.21	31.81	\$12.75
126 – 145 Cars	169.92	1.3280	21.24	31.86	\$12.79
146 – 165 Cars	170.02	1.3290	21.25	31.88	\$12.80
166 – 185 Cars	170.22	1.3310	21.28	31.91	\$12.82
186 – 205 Cars	170.42	1.3330	21.30	31.95	\$12.85
206 – 225 Cars	170.62	1.3350	21.33	31.99	\$12.87
226 – 245 Cars	170.82	1.3370	21.35	32.03	\$12.90

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	Frozen Rate
Base Rate	170.77	21.34	32.02	\$12.79
Less than 81 Cars	171.12	21.39	32.08	\$12.83
81 – 105 Cars	171.77	21.47	32.20	\$12.91
106 – 125 Cars	172.17	21.52	32.28	\$12.96
126 – 145 Cars	172.42	21.55	32.33	\$12.99
146 – 165 Cars	172.52	21.56	32.35	\$13.01
166 – 185 Cars	172.72	21.59	32.38	\$13.03
186 – 205 Cars	172.92	21.61	32.42	\$13.06
206 – 225 Cars	173.12	21.64	32.46	\$13.08
226 – 245 Cars	173.32	21.66	32.50	\$13.11

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 Rata	Punitive Rate	Frozen Rate
Base Rate	168.73	1.3377	21.09	31.63	\$12.63
Less than 81 Cars	169.08	1.3412	21.13	31.70	\$12.68
81 – 105 Cars	169.73	1.3477	21.21	31.82	\$12.76
106 – 125 Cars	170.13	1.3517	21.26	31.90	\$12.81
126 – 145 Cars	170.38	1.3542	21.30	31.94	\$12.84
146 – 165 Cars	170.48	1.3552	21.31	31.96	\$12.85
166 – 185 Cars	170.68	1.3572	21.33	32.00	\$12.88
186 – 205 Cars	170.88	1.3592	21.36	32.04	\$12.90
206 – 225 Cars	171.08	1.3612	21.38	32.08	\$12.93
226 – 245 Cars	171.28	1.3632	21.41	32.11	\$12.95

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 Rata	Punitive Rate	Frozen Rate
Base Rate	172.57	21.57	32.35	\$12.95
Less than 81 Cars	172.92	21.61	32.42	\$13.00
81 – 105 Cars	173.57	21.69	32.54	\$13.08
106 – 125 Cars	173.97	21.74	32.62	\$13.13
126 – 145 Cars	174.22	21.78	32.66	\$13.16
146 – 165 Cars	174.32	21.79	32.68	\$13.17
166 – 185 Cars	174.52	21.81	32.72	\$13.19
186 – 205 Cars	174.72	21.84	32.76	\$13.22
206 – 225 Cars	174.92	21.86	32.80	\$13.24
226 – 245 Cars	175.12	21.89	32.83	\$13.27

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. Only Thru	Cond. W/Brk. Thru	Cond. Only Local	Cond. W/Brk Local
Base Rate	\$1.5933	1.4718	1.6212	1.4995
Less than 81 Cars	\$1.5968	1.4753	1.6247	1.5030
81 – 105 Cars	\$1.6033	1.4818	1.6312	1.5095
106 – 125 Cars	\$1.6073	1.4858	1.6352	1.5135
126 – 145 Cars	\$1.6098	1.4883	1.6377	1.5160
146 – 165 Cars	\$1.6108	1.4893	1.6387	1.5170
166 – 185 Cars	\$1.6128	1.4913	1.6407	1.5190
186 – 205 Cars	\$1.6148	1.4933	1.6427	1.5210
206 – 225 Cars	\$1.6168	1.4953	1.6447	1.5230

	Brkm Thru	Brkm Local
Base Rate	1.3929	1.4191
Less than 81 Cars	1.3964	1.4226
81 – 105 Cars	1.4029	1.4291
106 – 125 Cars	1.4069	1.4331
126 – 145 Cars	1.4094	1.4356
146 – 165 Cars	1.4104	1.4366
166 – 185 Cars	1.4124	1.4386
186 – 205 Cars	1.4144	1.4406
206 – 225 Cars	1.4164	1.4426

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

Road Switcher Over Miles	Cond. Only	Cond. W/Brk	Brakeman
	\$1.7655	\$1.6438	\$1.5869

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"

Student Conductors receive Brakeman/Helper rate

Fireman in Training - \$823.68/6-day week

Extra Board Guarantee (including passenger service)		Road Conductor	Road Brkmn	Yard
	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 Brakmn
	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

CGW Merger Protection:

Average Monthly Compensation x (Brkmn/Ydmn) 3.6570

(Cond use 3.7102xAvMoComp)

Average Monthly Hours x 8.0375

MEA = sum of above numbers