

Bargaining Update: Final Decision

Arbitration Board No. 602

Dated May 23 2018

A. Wage Increases

1. 3% January 1, 2015
2. 2% July 1, 2016
3. 2% July 1, 2017
4. 2.5% July 1, 2018
5. 3.0% July 1, 2019

12.5% Total

B. Work Rules

1. Status Quo (**no changes**)

C. Health Insurance

1. Monthly employee cost sharing contribution of **\$228.29** (no increase over the prior contract)
2. Certain plan design features such as but not limited to telemedicine, second opinions, specialty drugs, flexible spending accounts and solicitation of bids from pharmacy benefit managers.

Back pay checks are to be issued within 60 days from the date of the award, (**July 23, 2018**), and the Board No. 602 has granted the railroads a deduction of \$73.24 per month for the months of February, March, April and May 2018 for a total of (**\$292.96**).

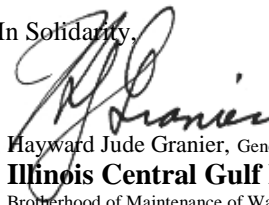
All employees affected by the National Agreement have been receiving the first 3% increase since January 01, 2015 and under this agreement will receive full retroactive payment for all hours worked for the July 01, 2016 and July 01, 2017 increases. The retroactive payment will depend on individual's rate of pay and the amount of overtime worked.

For **GWWR** employees the current rates of pay are in “red” and the estimated retroactive pay would be calculated by the number of straight-time and over-time hours worked as reported on the individual employee’s check stub for the 2016 and 2017 periods, minus the (\$292.96) health insurance deduction.

		07/01/2016		2.00%				Total Salary
	per/hr	Increase	per/hr	Increase	per/year	per/2080hrs		
Pay Class V	28.41	0.57	28.98	1181.98		60281.02		
Pay Class IV	27.73	0.55	28.28	1153.57		58831.97		
Pay Class III	25.13	0.50	25.63	1045.41		53315.81		
		07/01/2017	2.00%	Increase	Total Salary			
	per/hr	Increase	per/hr	per/year	per/2080hrs			
Pay Class V	28.98	0.58	29.56	1205.62		61486.64		
Pay Class IV	28.28	0.57	28.85	1176.64		60008.61		
Pay Class III	25.63	0.51	26.15	1066.32		54382.12		
		07/01/2018	2.50%	Increase	Total Salary			
	per/hr	Increase	per/hr	per/year	per/2080hrs			
Pay Class V	29.56	0.74	30.30	1537.17		63023.81		
Pay Class IV	28.85	0.72	29.57	1500.22		61508.82		
Pay Class III	26.15	0.65	26.80	1359.55		55741.68		
		07/01/2019	3.00%	Increase	Total Salary			
	per/hr	Increase	per/hr	per/year	per/2080hrs			
Pay Class V	30.30	0.91	31.21	1890.71		64914.52		
Pay Class IV	29.57	0.89	30.46	1845.26		63354.09		
Pay Class III	26.80	0.80	27.60	1672.25		57413.93		

We hope the chart above will provide you with enough information to calculate an “estimate” of your individual retroactive payment.

In Solidarity,



Hayward Jude Granier, General Chairman/Principal Officer

Illinois Central Gulf Federation

Brotherhood of Maintenance of Way Employees Division
of the International Brotherhood of Teamsters