



R. C. Cavazos, Senior Vice Chairperson  
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**SMART Transportation Division GCA 393**  
*(Conductors - Trainmen - Yardmen - Enginemen)*  
**BNSF Railroad**  
 Santa Fe Northern & Southern Divisions  
**Kevin D. Kime, General Chairperson**



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## YARD RATES AND EXTRA BOARDS

EFFECTIVE 07-01-25

**FOOTBOARD  
 YARDMASTER**

**\$382.14 PER DAY**

**FOREMAN  
 'CA' CODE MILES**

**\$352.75 PER DAY  
 108.78 CENTS PER MILE  
 Instructor Allowance \$43.47**

**HELPER  
 'CA' CODE MILES**

**\$338.90 PER DAY  
 104.10 CENTS PER MILE  
 Instructor Allowance \$38.04**

**SWITCHMAN EXTRA BOARD**

**\$4066.74 PER HALF  
 \$271.12 PER DAY**

**WAITING TO BE TRAINED BOARD (RCO) \$4066.74 PER HALF  
 \$271.12 PER DAY**

**COMBO EXTRA BOARD \$6637.44 PER HALF  
 \$442.50 PER DAY**

**READY TO WORK BOARD (RWB) \$5641.82 PER HALF  
 \$376.12 PER DAY**

**TERMINAL WORK COORDINATOR - \$477.67 PER EIGHT-HOUR DAY**

**WORK COORDINATOR ROAD - \$427.75 PER EIGHT-HOUR DAY**

**FORT WORTH & BEAUMONT UTILITY YARDMEN - \$477.67 PER EIGHT-HOUR DAY**

**FIREMAN IN TRAINING: POST 1985 = \$253.45 PER DAY**

**REDUCED CREW ALLOWANCE (3L) \$88.19 LOCAL RATE \$79.21**

**CERTIFICATION PAY \$5.43**

**AIR PAY \$6.60**

**CONDUCTOR RATE EFFECTIVE 07-01-25 130 MILE BASIC DAY**

| RATE      | BASIC DAY | THRU FREIGHT – CONDUCTOR ONLY |        |         |         |         |
|-----------|-----------|-------------------------------|--------|---------|---------|---------|
|           |           | <81 CARS                      | 81-105 | 106-125 | 126-145 | 146-165 |
| BASIC DAY | 320.93    | 321.28                        | 321.93 | 322.33  | 322.58  | 322.68  |
| OVERMILE  | 254.56    | 254.91                        | 255.56 | 255.96  | 256.21  | 256.31  |

| ID SERVICE – OTHER THAN CONDUCTOR ONLY |        |        |        |        |        |        |
|----------------------------------------|--------|--------|--------|--------|--------|--------|
| BASIC DAY                              | 316.06 | 316.41 | 317.06 | 317.46 | 317.71 | 317.81 |
| OVERMILE                               | 256.73 | 257.08 | 257.73 | 258.13 | 258.38 | 258.48 |

| OTHER THAN ID |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|
| OVERMILE      | 231.89 | 232.24 | 232.89 | 233.29 | 233.54 | 233.64 |

| LOCAL RATE |        |        |        |        |        |        |
|------------|--------|--------|--------|--------|--------|--------|
| BASIC DAY  | 316.82 | 317.17 | 317.82 | 318.22 | 318.47 | 318.57 |
| CO O/MILE  | 257.49 | 257.84 | 258.49 | 258.89 | 259.14 | 259.24 |
| ID O/MILES | 251.37 | 251.72 | 252.37 | 252.77 | 253.02 | 253.12 |
| OVERMILE   | 232.65 | 233.00 | 233.65 | 234.05 | 234.30 | 234.40 |

| ROAD SWITCHER              |        |        |        |        |        |        |
|----------------------------|--------|--------|--------|--------|--------|--------|
| BASIC DAY<br>5 DAY RATE    | 352.75 |        |        |        |        |        |
| BASIC DAY<br><100 mile run | 341.77 | 342.12 | 342.77 | 343.17 | 343.42 | 343.52 |
| >100 miles                 | 334.67 | 335.02 | 335.67 | 336.07 | 336.32 | 336.42 |
| OVERMILE                   | 245.74 | 246.09 | 246.74 | 247.14 | 247.39 | 247.49 |
| C\O O/MILE                 | 292.36 | 292.71 | 293.36 | 293.76 | 294.01 | 294.11 |
| ID O/MILES                 | 265.52 | 265.87 | 266.52 | 266.92 | 267.17 | 267.27 |

| WORK TRAIN |                |        |         |        |        |        |
|------------|----------------|--------|---------|--------|--------|--------|
| BASIC DAY  | 316.95         | 317.30 | 317.95  | 318.35 | 318.60 | 318.70 |
| OVERMILE   | 232.51         | 232.86 | 233.51  | 233.91 | 234.16 | 234.26 |
| CODE 'CS'  | 41.26 PER TRIP |        | AIR PAY | 6.72   |        |        |

# **BRAKEMAN RATES EFFECTIVE 07-01-25 130 MILE BASIC DAY**

## **THRU FREIGHT**

| <b>RATE</b>       | <b>BASIC DAY</b> | <b>&lt;81 CARS</b> | <b>81-105</b> | <b>106-125</b> | <b>126-145</b> | <b>146-165</b> |
|-------------------|------------------|--------------------|---------------|----------------|----------------|----------------|
| <b>BASIC DAY</b>  | 296.96           | 297.31             | 297.96        | 298.36         | 298.61         | 298.71         |
| <b>OVERMILE</b>   | 218.90           | 219.25             | 219.90        | 220.30         | 220.55         | 220.65         |
| <b>ID O/MILES</b> | 235.02           | 235.37             | 236.02        | 236.42         | 236.67         | 236.77         |

## **LOCAL RATE**

|                   |        |        |        |        |        |        |
|-------------------|--------|--------|--------|--------|--------|--------|
| <b>BASIC DAY</b>  | 297.67 | 298.02 | 298.67 | 299.07 | 299.32 | 299.42 |
| <b>OVERMILE</b>   | 219.61 | 219.96 | 220.61 | 221.01 | 221.26 | 221.36 |
| <b>ID O/MILES</b> | 235.73 | 236.08 | 236.73 | 237.13 | 237.38 | 237.48 |

## **ROAD SWITCHER**

|                                    |        |  |        |        |        |        |
|------------------------------------|--------|--|--------|--------|--------|--------|
| <b>BASIC DAY<br/>5 DAY RATE</b>    | 338.90 |  | 339.90 | 340.30 | 340.55 | 340.65 |
| <b>BASIC DAY<br/>&lt;100 miles</b> | 325.56 |  | 326.56 | 326.96 | 327.21 | 327.31 |
| <b>BASIC DAY<br/>&gt;100 miles</b> | 318.08 |  | 319.08 | 319.48 | 319.73 | 319.83 |
| <b>OVERMILE</b>                    | 234.93 |  | 235.93 | 236.33 | 236.58 | 236.68 |
| <b>ID O/MILES</b>                  | 252.27 |  | 253.27 | 253.67 | 253.92 | 254.02 |

## **WORKTRAIN**

|                  |        |        |        |        |        |        |
|------------------|--------|--------|--------|--------|--------|--------|
| <b>BASIC DAY</b> | 297.99 | 298.34 | 298.99 | 299.39 | 299.64 | 299.74 |
| <b>OVERMILE</b>  | 219.70 | 220.05 | 220.70 | 221.10 | 221.35 | 221.45 |

|                             |                |
|-----------------------------|----------------|
| <b>CODE 'CS'</b>            | 19.36 PER TRIP |
| <b>AIR PAY</b>              | 6.60           |
| <b>INSTRUCTOR ALLOWANCE</b> | 38.04          |

## PAY RATES EFFECTIVE 07-01-25

### 'CA CODES' MILEAGE RATE

| <u>TYPE</u>      | <u>BASIC</u> | <u>&lt;81 CARS</u> | <u>81-105</u> | <u>106-125</u> | <u>124.45</u> |
|------------------|--------------|--------------------|---------------|----------------|---------------|
| <u>CONDUCTOR</u> |              |                    |               |                |               |
| THRU FRT         | 96.36        | 96.71              | 97.36         | 97.76          | 98.01         |
| LOCAL            | 97.12        | 97.47              | 98.12         | 98.52          | 98.77         |
| RD SWTR          | 102.55       | 102.90             | 103.55        | 103.95         | 104.20        |
| WK TRAIN         | 96.66        | 97.01              | 97.66         | 98.06          | 98.31         |
| <u>BRAKEMAN</u>  |              |                    |               |                |               |
| THRU FRT         | 89.89        | 90.24              | 90.89         | 91.29          | 91.54         |
| LOCAL            | 90.60        | 90.95              | 91.60         | 92.00          | 92.25         |
| RD SWTR          | 97.05        | 97.40              | 98.05         | 98.45          | 98.70         |
| WK TRAIN         | 90.22        | 90.57              | 91.22         | 91.62          | 91.87         |

## Student Allowance

### **Student Engineer      Rates effective 07/01/2024**

**SF Agreement:**

**Work Week**                7 Days starting on Monday  
**Course Length**        20 Weeks  
**Rate of Pay**              \$253.451 per day (Rate 0049)  
**O.T.**                        None

**BN Agreement – all except Frisco & FWD:**

**Work Week**                6 Days starting on Monday  
**Course Length**        20 Weeks  
**Rate of Pay**              \$272.514 per day (Rate 0049)  
**O.T.**                        After 12 hours on duty  
                                    After 48 Straight Time hours in work week (Rate 0060)

**Frisco Agreement (Frisco & FWD):**

**Work Week**                7 Days starting on Monday  
**Course Length**        20 weeks  
**Rate of Pay**              28-day month \$288.937 per day (Rate 0055)  
                                    29-day month \$278.969 per day (Rate 0056)  
                                    30-day month \$269.671 per day (Rate 0057)  
                                    31-day month \$260.970 per day (Rate 0058)  
**O.T.**                        None

### **Student Conductors      Rates effective 07/01/2025**

**BNSF Agreement:**

**Work Week**                6 Days starting on Monday  
**Course Length**        14 Weeks  
**Rate of Pay**              \$250.262 per day (Rate 0094 for BN/Rate 0174 for SF)  
**O.T.**                        After 12 hours on duty  
                                    After 48 Straight Time hours in work week (Rate 0072 for BN/Rate 0062 for SF)