
Timeline for UTU Raises and Back Pay

- New Rates will be effective 7/1/2008. Payroll will process adjustments to current rates and they will be reflected in the employee's check dated July 25, 2008.
- Should the employee check their Daily Statement of Earnings on July 2, 2008 the new rates will not be visible to the employee. Payroll period ends July 11, 2008.
- Back pay will be paid under a separate check dated August 29, 2008.

BLET Single System \$2,500 Signing Bonus

- Employees UTU back pay *[between July 1, 2005 and April 25, 2007]* will be offset by the \$2,500 BLET signing bonus for all those employees that received the bonus as a result of the BLET SSA agreement. This will include Yardmasters as well as UTU trainman.

401(k) Deferral

- Employees have been informed that if they wish to change their elections in anticipation of the back pay that **if their election is not changed back at the time of regular payroll they could have a larger deduction due to the timing of the deferral election** and when the payroll runs. **Payroll will not issue vouchers due to this scenario.**

Conrail Advance Monies Recovered

- Employees who have retired, terminated or resigned during the back pay period who may have been advanced \$500.00 or \$850.00 in 1999 during the Conrail – CSX integration are subject to repaying the advance from proceeds of the back pay if the money was not collected from final pay at the point of retirement, termination or resignation.

Negative Back Pay [applicable to trainmen/engineers who received \$2500 under BLET SSA Article 2]

- The back pay amounts will be calculated less the COLA's which may reflect negative numbers for an individual transmission. The total back pay will be the net result of all increases less the COLAs with an offset of the BLET SSA \$2,500 signing bonus *[for the period between July 1, 2005 and April 25, 2007]*. Should the result be a negative number no recovery will be initiated.
 - The retroactive back pay is paid from 7-1-05 through 6-30-08.
 - The retroactive back pay is paid in a lump sum under constructive code BP
 - The retroactive back pay will pay in a separate check from regular earnings; checks, direct deposits and pay cards will be dated 8-29-08.
 - The retroactive general wage increases (GWIs) defined by the agreement are as follows:

- 7-1-05 through 6-30-06 - 2.5% general wage increase LESS cost of living adjustment increases already paid
 - 7-1-06 through 6-30-07 - 3.0% general wage increase LESS cost of living adjustment increases already paid
 - 7-1-07 through 6-30-08 - 3.0% general wage increase LESS cost of living adjustment increases already paid
 - 7-1-08 through 6-30-09 – 4% general wage increase LESS cost of living adjustment increases already paid
- The Cost of Living Adjustments (COLAs) during the periods of the general wage increase were as follows:
 - 7-1-05 through 12-31-05 - \$1.20 per day (\$.15 per hour)
 - 1-1-06 through 6-30-06 - \$2.48 per day (\$.31 per hour)
 - 7-1-06 through 12-31-06 - \$.08 per day (\$.01 per hour)
 - 1-1-07 through 6-30-07 - \$1.20 per day (\$.15 per hour)
 - 7-1-07 through 8-31-07 - \$.80 per day (\$.10 per hour)
 - 1-1-08 through 6-30-08 - \$1.28 per day (\$.16 per hour)