

## Illustration of Tentative Wage Agreement Retroactivity and Total Value Over Term of Agreement

**Brotherhood of Maintenance of Way Employes Division**  
Based on Average ST Hourly Rate for Craft and Average Monthly Pay Hours of 212

Date	Harris COLA	Present Rates	Proposed Increases	Proposed Rate	Incremental Increase	Wage Value	Health Ins. Cont. per Mo.	Total HI Offset
Jan 1, 2000		\$18.00		\$18.00	\$0.00			
Jan 1, 2001	\$0.27	\$18.27	\$0.27	\$18.27	\$0.00	\$0		
DOS			(\$1.44)	\$18.27				
July 1, 2001	\$0.11	\$18.38	\$0.11	\$18.38	\$0.00	\$0	(\$33.39)	(\$401)
Jan 1, 2002	\$0.10	\$18.48	\$0.10	\$18.48	\$0.00	\$0		
July 1, 2002	\$0.00	\$18.48	6.087%	\$19.38	\$0.90	\$1,145	(\$81.18)	(\$974)
Jan 1, 2003	\$0.11	\$18.59		\$19.38	\$0.79	\$1,005		
July 1, 2003	\$0.16	\$18.75	3.00%	\$19.96	\$1.21	\$1,539	(\$79.74)	(\$957)
Jan 1, 2004	\$0.03	\$18.78		\$19.96	\$1.18	\$1,501		
July 1, 2004	\$0.09	\$18.87	3.25%	\$20.61	\$1.74	\$2,213	(\$91.32)	(\$1,096)
Jan 1, 2005	\$0.12	\$18.99		\$20.61	\$1.62	\$2,061		
July 1, 2005	\$0.15	\$19.14	2.50%	\$21.13	\$1.99	\$2,531	(\$97.43)	(\$585)
Jan 1, 2006	\$0.31	\$19.45		\$21.13	\$1.68	\$2,137	(\$123.28)	(\$1,479)
July 1, 2006	\$0.01	\$19.46	3.00%	\$21.76	\$2.30	\$2,926		
Jan 1, 2007	\$0.15	\$19.61		\$21.76	\$2.15	\$2,735	(\$166.25)	(\$1,995)
July 1, 2007	\$0.10	\$19.71	3.00%	\$22.41	\$2.70	\$3,434		
Jan 1, 2008	\$0.10	\$19.81		\$22.41	\$2.60	\$3,307	(\$166.25)	(\$1,995)
July 1, 2008	\$0.10	\$19.91	4.00%	\$23.31	\$3.40	\$4,325		
Jan 1, 2009	\$0.10	\$20.01		\$23.31	\$3.30	\$4,198	(\$182.88)	(\$2,195)
July 1, 2009	\$0.10	\$20.11	4.50%	\$24.36	\$4.25	\$5,406		
Jan 1, 2010	Amendable						(\$200.00)	
Gross Wage Value to 1/1/10 =						\$66,920		
Prepaid Harris COLA (including projected to 1/1/10) =						(\$26,458)		
Incremental Wage Value =						\$40,462		
Employee HI Contribution to 1/1/10 =						(\$11,676)		
Incremental Value Net of HI Contribution =						<b>\$28,786</b>		
Wage Retroactivity (Excl. Harris COLA) 1/1/08 =						\$23,227		
Employee HI Contributions to 1/1/08 =						(\$7,487)		
Retroactive Wage Payment 1/1/08 =						<b>\$15,740</b>		

Note: Assumes employee contribution increases 10 percent in 2009 and reaches \$200 per month by 2010.  
Assumes future \$.10 Harris COLA every 6-months under status quo.