



PAY RATES
2007
INCLUDING
JULY 1, 2007
COLA

**Coast Lines Rates of Pay
1-Jul-07**

Yard

| | | Daily Rate | Over Miles | CA | ETD | Remote |
|----------------------|------|------------|------------|--------|-------|--------|
| Footboard Yardmaster | 9500 | 199.132 | | 117.85 | 14.73 | |
| Engine Foreman | 5500 | 183.816 | 140.148 | 108.78 | 13.60 | 18.38 |
| Barstow Herder | 5520 | 205.955 | | | 13.60 | |
| Phoenix Herder | 5530 | 227.21 | | | 13.60 | |
| Watson Shuttle | 5540 | 232.36 | | | 13.60 | |
| Stockton Herder | 5510 | 222.132 | | | | |

Helper

| Amount | | 100% | 95% | 90% | 85% | 80% | 75% |
|------------------|------|---------|-----------|----------|---------|----------|----------|
| Daily Rate | 5500 | 176.815 | 167.97425 | 159.1335 | 150.293 | 141.452 | 132.6113 |
| Over Miles | 5600 | 135.389 | 128.61955 | 121.8501 | 115.081 | 108.3112 | 101.5418 |
| Remote Allowance | 5500 | 18.38 | 17.46 | 16.54 | 15.62 | 14.70 | 13.79 |

Extra Board

| | | | | | | | |
|--------------------|------|---------|-----------|----------|---------|----------|----------|
| Guarantee per Half | 5500 | 2205.79 | 2095.5005 | 1985.211 | 1874.92 | 1764.632 | 1654.343 |
| Guarantee per Day | 5500 | 147.05 | 139.6975 | 132.345 | 124.993 | 117.64 | 110.2875 |

Arbitraries

| | | | | | |
|-----------------|-------|----------------|-------|-------------|--------|
| IA Cond/Foreman | 20.12 | Meal Enroute | 1.50 | Lodging | 21.17 |
| IA Bkmn/Helper | 16.48 | Meal Enroute | 5.00 | CBT (Rules) | 200.00 |
| CS Conductor | 21.57 | 1 Meal (CA 25) | 6.00 | CO- Pers Lv | 155.94 |
| CS Brakeman | 10.14 | 2 Meals (CA 0) | 12.00 | Air Pay | 6.60 |

New Hire Training Rate

| | | Week 1-2 | Week 3-8 | Week 9-14 |
|-------------|----|----------|------------|------------|
| Daily Rate | 73 | 83.08 | 74 115.598 | 75 132.994 |
| Weekly Rate | 73 | 581.59 | 74 809.186 | 75 930.958 |

Car Scale Additive

| Cars | Amount | 100% | 95% | 90% | 85% | 80% | 75% |
|---------|--------|------|--------|-------|--------|------|--------|
| 1 to 80 | | 0.35 | 0.3325 | 0.315 | 0.2975 | 0.28 | 0.2625 |
| 81-105 | | 1.00 | 0.95 | 0.9 | 0.85 | 0.8 | 0.75 |
| 106-125 | | 1.40 | 1.33 | 1.26 | 1.19 | 1.12 | 1.05 |
| 126-145 | | 1.65 | 1.5675 | 1.485 | 1.4025 | 1.32 | 1.2375 |
| 146-185 | | 1.75 | 1.6625 | 1.575 | 1.4875 | 1.4 | 1.3125 |
| 186-105 | | 1.95 | 1.8525 | 1.755 | 1.6575 | 1.56 | 1.4625 |
| 206-225 | | 2.15 | 2.0425 | 1.935 | 1.8275 | 1.72 | 1.6125 |
| 226-245 | | 2.55 | 2.4225 | 2.295 | 2.1675 | 2.04 | 1.9125 |

Engineer Extra Board

| | |
|---------------------------------|----------|
| 3352.06 per half/221.67 per day | |
| Layoff Monday - Thursday - 85% | 188.4195 |
| Lay off Friday - Sunday - 115% | 254.9205 |

**Valley Division
Conductors Rates**

| Amount | | 100% | 95% | 90% | 85% | 80% | 75% |
|----------------------|------|---------|-----------|----------|---------|----------|----------|
| Extra Board per Half | 3370 | 3470.78 | 3297.241 | 3123.702 | 2950.16 | 2776.624 | 2603.085 |
| Extra Board per Day | 3370 | 231.385 | 219.81607 | 208.2468 | 196.678 | 185.1083 | 173.539 |

| | | Basic Day | Over miles | CA Rates | ETD |
|--------------------------|------|-----------|------------|----------|-------|
| Through Freight | 3370 | 165.28 | 122.74 | 96.36 | 12.05 |
| Unassigned Freight | 8370 | 167.76 | | 98.00 | 12.25 |
| Local Freight | 8470 | 170.14 | | 99.88 | 12.49 |
| Local Conversion | 4470 | 166.26 | 123.72 | 97.34 | 12.17 |
| Work Train | 6670 | 168.62 | 125.03 | 98.60 | 12.33 |
| Road Switcher | 8570 | 178.26 | | 105.07 | 13.13 |
| Road Switcher Conversion | 4570 | 174.53 | 129.74 | 102.55 | 12.82 |

Brakemen's Rates

| Amount | | 100% | 95% | 90% | 85% | 80% | 75% |
|--------------------------|------|---------|-----------|----------|---------|----------|----------|
| Extra Board per Half | 3370 | 3268.06 | 3104.657 | 2941.254 | 2777.85 | 2614.448 | 2451.045 |
| Extra Board per Day | 3370 | 217.871 | 206.977 | 196.084 | 185.190 | 174.297 | 163.403 |
| Through Freight | 3370 | 155.622 | 147.8409 | 140.0598 | 132.279 | 124.4976 | 116.7165 |
| Over Miles | 3370 | 116.179 | 110.37005 | 104.5611 | 98.7522 | 92.9432 | 87.13425 |
| CA Rate | 3370 | 89.89 | | | | | |
| ETD | 3370 | 11.236 | 10.674 | 10.113 | 9.551 | 9.073 | 8.596 |
| Unassigned Freight | 8370 | 158.117 | 150.211 | 142.305 | 134.399 | 127.679 | 120.960 |
| CA Rate | 8370 | 91.540 | | | | | |
| ETD | 8370 | 11.443 | | | | | |
| Local Assigned | 8470 | 160.730 | 152.694 | 144.657 | 136.621 | 129.789 | 122.958 |
| CA Rate | 8470 | 93.610 | | | | | |
| ETD | 8470 | 11.701 | | | | | |
| Local Conversion | 4470 | 156.782 | 148.943 | 141.104 | 133.265 | 126.601 | 119.938 |
| Over Miles | 4470 | 117.339 | 111.472 | 105.605 | 99.738 | 94.751 | 89.764 |
| CA Rate | 4470 | 91.050 | | | | | |
| ETD | 4470 | 11.381 | | | | | |
| Work Train | 6670 | 159.577 | 151.598 | 143.619 | 135.640 | 128.858 | 122.076 |
| Over Miles | 6670 | 119.137 | 113.180 | 107.223 | 101.266 | 96.203 | 91.140 |
| CA Rate | 6670 | 92.540 | | | | | |
| ETD | 6670 | 11.568 | | | | | |
| Road Switcher | 8570 | 170.071 | 161.567 | 153.064 | 144.560 | 137.332 | 130.104 |
| CA Rate | 8570 | 99.560 | | | | | |
| ETD | 8570 | 12.445 | | | | | |
| Road Switcher Conversion | 4570 | 166.296 | 157.981 | 149.666 | 141.352 | 134.284 | 127.216 |
| Over Miles | 4570 | 124.275 | 118.061 | 111.848 | 105.634 | 100.352 | 95.070 |
| CA Rate | 4570 | 97.050 | | | | | |
| ETD | 4570 | 12.131 | | | | | |

Trip Rates

| | | Conductor | Flip | Brakeman | Flip | Engineer | Flip |
|----------------------|----|-----------|--------|----------|--------|----------|--------|
| Richmond/Fresno | 36 | 275.85 | | 250.77 | | 299.99 | |
| Richmond/Stockton | | | | | | | |
| Stockton/Keddie | 36 | 301.84 | | 276.27 | | 332.09 | |
| Stockton/Bakersfield | 56 | 344.67 | | 316.60 | | 370.83 | |
| Fresno/Bakersfield | 36 | 190.36 | 323.39 | 171.18 | 295.72 | 202.07 | 380.65 |
| Fresno/Richmond | 31 | 275.85 | | 250.77 | | 300.03 | |

**Los Angeles Division
Conductors Rates**

| Amount | | 100% | 95% | 90% | 85% | 80% | 75% |
|----------------------|------|---------|----------|----------|---------|----------|---------|
| Extra Board per Half | 3330 | 3572.52 | 3393.894 | 3215.268 | 3036.64 | 2858.016 | 2679.39 |
| Extra Board per Day | 3330 | 238.168 | 226.2596 | 214.3512 | 202.443 | 190.5344 | 178.626 |

| | | Basic Day | Over miles | CA Rates | ETD |
|--------------------------|------|-----------|------------|----------|-------|
| Through Freight | 3330 | 170.12 | 123.80 | 97.35 | 12.17 |
| Unassigned Freight | 8330 | 169.18 | | 98.98 | 12.37 |
| Local Freight | 8430 | 171.13 | | 100.41 | 12.55 |
| Local Conversion | 4430 | 170.64 | 124.32 | 97.87 | 12.23 |
| Work Train | 6630 | 168.17 | 124.98 | 98.31 | 12.29 |
| Road Switcher | 8530 | 178.26 | | 105.07 | 13.13 |
| Road Switcher Conversion | 4530 | 174.53 | 129.74 | 102.55 | 12.82 |
| Port Pilot | 8580 | 222.13 | | | |

Brakemen's Rates

| Amount | | 100% | 95% | 90% | 85% | 80% | 75% |
|--------------------------|------|---------|-----------|----------|---------|---------|----------|
| Extra Board per Half | 3330 | 3386.15 | 3216.8425 | 3047.535 | 2878.23 | 2708.92 | 2539.613 |
| Extra Board per Day | 3330 | 225.743 | 214.456 | 203.169 | 191.882 | 180.595 | 169.308 |
| Through Freight | 3330 | 161.245 | 153.18275 | 145.1205 | 137.058 | 128.996 | 120.9338 |
| Over Miles | 3330 | 118.174 | 112.2653 | 106.3566 | 100.448 | 94.5392 | 88.6305 |
| CA Rate | 3330 | 91.62 | | | | | |
| ETD | 3330 | 11.453 | 10.880 | 10.307 | 9.735 | 9.248 | 8.761 |
| Unassigned Freight | 8330 | 160.636 | 152.604 | 144.572 | 136.541 | 129.714 | 122.887 |
| CA Rate | 8330 | 93.250 | | | | | |
| ETD | 8330 | 11.656 | | | | | |
| Local Assigned | 8430 | 162.457 | 154.334 | 146.211 | 138.088 | 131.184 | 124.280 |
| CA Rate | 8430 | 94.590 | | | | | |
| ETD | 8430 | 11.824 | | | | | |
| Local Conversion | 4430 | 161.705 | 153.620 | 145.535 | 137.449 | 130.577 | 123.704 |
| Over Miles | 4430 | 118.634 | 112.702 | 106.771 | 100.839 | 95.797 | 90.755 |
| CA Rate | 4430 | 92.080 | | | | | |
| ETD | 4430 | 11.510 | | | | | |
| Work Train | 6630 | 158.517 | 150.591 | 142.665 | 134.739 | 128.002 | 121.266 |
| Over Miles | 6630 | 118.359 | 112.441 | 106.523 | 100.605 | 95.575 | 90.545 |
| CA Rate | 6630 | 91.820 | | | | | |
| ETD | 6630 | 11.478 | | | | | |
| Road Switcher | 8530 | 170.071 | 161.567 | 153.064 | 144.560 | 137.332 | 130.104 |
| CA Rate | 8530 | 99.560 | | | | | |
| ETD | 8530 | 12.445 | | | | | |
| Road Switcher Conversion | 4530 | 166.296 | 157.981 | 149.666 | 141.352 | 134.284 | 127.216 |
| Over Miles | 4530 | 124.275 | 118.061 | 111.848 | 105.634 | 100.352 | 95.070 |
| CA Rate | 4530 | 97.050 | | | | | |
| ETD | 4530 | 12.131 | | | | | |

Trip Rates

| | | Conductor | Flip | Brakeman | Flip | Engineer | Flip |
|-------------------|----|-----------|--------|----------|--------|----------|------|
| Sanber/Needles | 80 | 340.52 | 710.81 | 314.13 | 663.34 | 368.38 | |
| LA/Barstow | 21 | 216.95 | 396.54 | 195.19 | 363.92 | 240.39 | |
| Hobart/Barstow | 30 | 232.09 | | 211.24 | | 254.81 | |
| Watson/Barstow | 31 | 251.18 | | 229.03 | | 268.60 | |
| San Diego/Barstow | 31 | 336.89 | | 308.76 | | 368.28 | |
| BARJAC/JACBAR | 20 | 303.68 | | 293.68 | | 329.57 | |

