



**2008 PAY RATES
ALL DIVISIONS
INCLUDING COLA
BEGINNING JANUARY 1, 2008**

**COMPLIED
BY
THE
COASTLINES GENERAL COMMITTEE**

**Los Angeles Division
Conductors Rates**

Amount		100%	95%	90%	85%	80%	75%
Extra Board per Half	3330	3599.4	3419.43	3239.46	3059.49	2879.52	2699.55
Extra Board per Day	3330	239.96	227.962	215.964	203.966	191.968	179.97

		Basic Day	Over miles	CA Rates	ETD
Through Freight	3330	171.40	131.85	97.35	12.17
Unassigned Freight	8330	170.46		98.98	12.37
Local Freight	8430	172.41		100.41	12.55
Local Conversion	4430	171.92	125.60	97.87	12.23
Work Train	6630	169.45	126.26	98.31	12.29
Road Switcher	8530	179.54		105.07	13.13
Road Switcher Conversion	4530	175.81	131.02	102.55	12.82
Port Pilot	8580	223.41			

Brakemen's Rates

Amount		100%	95%	90%	85%	80%	75%
Extra Board per Half	3330	3413.03	3242.3785	3071.727	2901.08	2730.424	2559.773
Extra Board per Day	3330	227.535	216.159	204.782	193.405	182.028	170.652
Through Freight	3330	162.525	154.39875	146.2725	138.146	130.02	121.8938
Over Miles	3330	119.454	113.4813	107.5086	101.536	95.5632	89.5905
CA Rate	3330	91.62					
ETD	3330	11.453	10.880	10.307	9.735	9.248	8.761
Unassigned Freight	8330	161.916	153.820	145.724	137.629	130.747	123.866
CA Rate	8330	93.250					
ETD	8330	11.656					
Local Assigned	8430	163.737	155.550	147.363	139.176	132.218	125.259
CA Rate	8430	94.590					
ETD	8430	11.824					
Local Conversion	4430	162.985	154.836	146.687	138.537	131.610	124.684
Over Miles	4430	119.914	113.918	107.923	101.927	96.831	91.734
CA Rate	4430	92.080					
ETD	4430	11.510					
Work Train	6630	159.797	151.807	143.817	135.827	129.036	122.245
Over Miles	6630	119.639	113.657	107.675	101.693	96.608	91.524
CA Rate	6630	91.820					
ETD	6630	11.478					
Road Switcher	8530	171.351	162.783	154.216	145.648	138.366	131.084
CA Rate	8530	99.560					
ETD	8530	12.445					
Road Switcher Conversion	4530	167.576	159.197	150.818	142.440	135.318	128.196
Over Miles	4530	125.555	119.277	113.000	106.722	101.386	96.050
CA Rate	4530	97.050					
ETD	4530	12.131					

Trip Rates

		Conductor	Flip	Brakeman	Flip	Engineer	Flip
Sanber/Needles	80	343.12	717	316.45	669.53		
LA/Barstow	21	218.57		196.8			
Hobart/Barstow	30	233.70		212.85			
Watson/Barstow	31	253.01		230.86			
San Diego/Barstow	31	339.57		311.43			
BARJAC/JACBAR		306.04		296.04			
San Berdo to Barstow	100	202.83	264.76	181.78	239.02		

**Valley Division
Conductors Rates**

Amount		100%	95%	90%	85%	80%	75%
Extra Board per Half	3370	3497.66	3322.777	3147.894	2973.01	2798.128	2623.245
Extra Board per Day	3370	233.177	221.51847	209.8596	198.201	186.5419	174.883

		Basic Day	Over miles	CA Rates	ETD
Through Freight	3370	166.56	124.02	96.36	12.05
Unassigned Freight	8370	169.04		98.00	12.25
Local Freight	8470	171.42		99.88	12.49
Local Conversion	4470	167.54	125.00	97.34	12.17
Work Train	6670	169.90	126.31	98.60	12.33
Road Switcher	8570	179.54		105.07	13.13
Road Switcher Conversion	4570	175.81	131.02	102.55	12.82

Brakemen's Rates

Amount		100%	95%	90%	85%	80%	75%
Extra Board per Half	3370	3294.94	3130.193	2965.446	2800.7	2635.952	2471.205
Extra Board per Day	3370	219.663	208.680	197.696	186.713	175.730	164.747
Through Freight	3370	156.902	149.0569	141.2118	133.367	125.5216	117.6765
Over Miles	3370	120.693	114.65835	108.6237	102.589	96.5544	90.51975
CA Rate	3370	89.89					
ETD	3370	11.236	10.674	10.113	9.551	9.073	8.596
Unassigned Freight	8370	159.397	151.427	143.457	135.487	128.713	121.939
CA Rate	8370	91.540					
ETD	8370	11.443					
Local Assigned	8470	162.010	153.910	145.809	137.709	130.823	123.938
CA Rate	8470	93.610					
ETD	8470	11.701					
Local Conversion	4470	158.062	150.159	142.256	134.353	127.635	120.917
Over Miles	4470	118.619	112.688	106.757	100.826	95.785	90.744
CA Rate	4470	91.050					
ETD	4470	11.381					
Work Train	6670	160.857	152.814	144.771	136.728	129.892	123.056
Over Miles	6670	120.417	114.396	108.375	102.354	97.237	92.119
CA Rate	6670	92.540					
ETD	6670	11.568					
Road Switcher	8570	171.351	162.783	154.216	145.648	138.366	131.084
CA Rate	8570	99.560					
ETD	8570	12.445					
Road Switcher Conversion	4570	167.576	159.197	150.818	142.440	135.318	128.196
Over Miles	4570	125.555	119.277	113.000	106.722	101.386	96.050
CA Rate	4570	97.050					
ETD	4570	12.131					

Trip Rates

		Conductor	Flip	Brakeman	Flip	Engineer	Flip
Richmond/Fresno	36	278.04		252.89			
Richmond/Stockton							
Stockton/Keddie	36	304.24		278.67			
Stockton/Bakersfield	56	347.37		319.31			
Fresno/Bakersfield	36	190.36	325.93	171.18	298.25		
Fresno/Richmond	31	278.04		252.89			

**Coast Lines Rates of Pay
1-Jan-08**

Yard

		Daily Rate	Over Miles	ETD	Remote
Footboard Yardmaster	9500	\$200.52		\$14.73	
Engine Foreman	5500	\$185.10	\$141.43	\$13.60	\$18.51
Barstow Herder	5520	\$207.24		\$13.60	
Phoenix Herder	5530	\$228.49		\$13.60	
Watson Shuttle	5540	\$233.64		\$13.60	
Stockton Herder	5510	\$223.41			

Helper

Amount		100%	95%	90%	85%	80%	75%
Daily Rate	5500	\$183.82	\$174.63	\$165.43	\$156.24	\$147.05	\$137.86
Over Miles	5600	\$134.59	\$127.86	\$121.13	\$114.40	\$107.67	\$100.94
Remote Allowance	5500	\$17.60	\$16.72	\$15.84	\$14.96	\$14.08	\$13.20

Extra Board

Guarantee per Half	5500	\$2,221.15	\$2,110.09	\$1,999.04	#####	\$1,776.92	\$1,665.86
Guarantee per Day	5500	\$148.08	\$140.68	\$133.27	\$125.87	\$118.46	\$111.06

Arbitraries

IA Cond/Foreman	\$20.27	Meal Enroute	\$1.50	Lodging	\$21.17
IA Bkmn/Helper	\$16.31	Meal Enroute	\$5.00	CBT (Rules)	\$200.00
CS Conductor	\$21.73	1 Meal (CA 25)	\$6.00	CO- Pers Lv	\$155.14
CS Brakeman	\$10.22	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	\$84.18	74 \$116.51	75 \$133.91
Weekly Rate	73	\$589.27	74 \$815.58	75 \$937.36

Car Scale Additive

Cars	Amount	100%	95%	90%	85%	80%	75%
1 to 80		0.35	0.33	0.32	0.30	0.28	0.26
81-105		1.00	0.95	0.90	0.85	0.80	0.75
106-125		1.40	1.33	1.26	1.19	1.12	1.05
126-145		1.65	1.57	1.49	1.40	1.32	1.24
146-185		1.75	1.66	1.58	1.49	1.40	1.31
186-105		1.95	1.85	1.76	1.66	1.56	1.46
206-225		2.15	2.04	1.94	1.83	1.72	1.61
226-245		2.55	2.42	2.30	2.17	2.04	1.91

Engineer Extra Board

\$3320.02 per half/\$221.34 per day	
Layoff Monday - Thursday - 85%	\$188.13
Lay off Friday - Sunday - 115%	\$254.53