



United Transportation Union

GENERAL COMMITTEE OF ADJUSTMENT - C&T
 CSX - BALTIMORE & OHIO SYSTEM AGREEMENT
 Basic Rates of Pay For
 Conductors - Yardmen - Brakemen

J.E. Lesniewski, General Chairperson

J.R. Ferguson, Vice General Chairperson S.C. Mavity, Vice General Chairperson
 J. E. DeArmond, Secretary

Mailing Address:
 11363 San Jose Boulevard, Building #105
 Jacksonville, FL 32223

This Rate Card Reflects a 4.5% General Wage Increase effective July 1, 2009

PASSENGER SERVICE
 (Basic Day 195 Miles)

	Daily Rate	Pro-rata		For Miles In Excess of 195
		Hour	Min.	
Conductor	184.72	23.0900	0.3848	0.9212
Brakeman or Flagman	170.42	21.3025	0.3550	0.8554

HOSTLER

	Daily Rate	Pro-Rata		Punitive	
		Hour	Min.	Hour	Min.
Inside Hostler	189.06	23.6325	0.3939	35.4488	0.5908
Outside Hostler	192.73	24.0913	0.4015	36.1369	0.6023
Queensgate Hostler	194.00	24.2500	0.4042	36.3750	0.6063

MISCELLANEOUS

	Daily Rate	Bi-Weekly Rate
Engineer Training Rate:	162.21	1946.48
Conductor Training Rate:	145.27	1743.19
Guarantee Trainmen's Board:	143.31	1719.67
Guarantee Conductors Board:	163.37	1960.43
Guarantee Protected Trainmen's Board:	191.08	2292.90
Guarantee Protected Conductors Board:	217.83	2613.90
Crew Consist Reserve Pool Guarantee:	134.76	1886.60
Daily Brakeman Training Instructor Allowance		11.44
Daily Conductor Training Instructor Allowance		12.00
RCO Special Allowance = 46 minutes of applicable position, per tour of duty		
Mail Rate: Conductor = 6.76; Brakeman = 7.00; B&OCT Only = 6.19		
Meal Allowance, after tied up four hours 6.00, twelve hours 12.00		

Rates of Pay in Through Freight Service Without a Mileage Component in Assignment, Not Eligible for Holiday Pay.

		Daily	Pro-Rata		Punitive	
		Rate	Hour	Min.	Hour	Min.
Conductor	<u>Basic rate</u>	184.28	23.0350	0.3839	34.5525	0.5759
	<u>1 to 80</u>	184.63	23.0788	0.3846	34.6181	0.5770
	<u>81 to 105</u>	185.28	23.1600	0.3860	34.7400	0.5790
	<u>106 to 125</u>	185.68	23.2100	0.3868	34.8150	0.5803
	<u>126 to 145</u>	185.93	23.2413	0.3874	34.8619	0.5810
	<u>146 to 165</u>	186.03	23.2538	0.3876	34.8806	0.5813
	(*)					
Brakeman	<u>Basic rate</u>	173.08	21.6350	0.3606	32.4525	0.5409
	<u>1 to 80</u>	173.43	21.6788	0.3613	32.5181	0.5420
	<u>81 to 105</u>	174.08	21.7600	0.3627	32.6400	0.5440
	<u>106 to 125</u>	174.48	21.8100	0.3635	32.7150	0.5453
	<u>126 to 145</u>	174.73	21.8413	0.3640	32.7619	0.5460
	<u>146 to 165</u>	174.83	21.8538	0.3642	32.7806	0.5463
	(*)					

Through Freight Service Without a Mileage Component in Assignment, Not Eligible for Holiday Pay, but Paid Local Rate Under Conversion Rule.

		Daily	Pro-Rata		Punitive	
		Rate	Hour	Min.	Hour	Min.
Conductor	<u>Basic rate</u>	184.84	23.1044	0.3851	34.6566	0.5776
	<u>1 to 80</u>	185.19	23.1482	0.3858	34.7222	0.5787
	<u>81 to 105</u>	185.84	23.2294	0.3872	34.8441	0.5807
	<u>106 to 125</u>	186.24	23.2794	0.3880	34.9191	0.5820
	<u>126 to 145</u>	186.49	23.3107	0.3885	34.9660	0.5828
	<u>146 to 165</u>	186.59	23.3232	0.3887	34.9847	0.5831
	(*)					
Brakeman	<u>Basic rate</u>	173.51	21.6892	0.3615	32.5338	0.5422
	<u>1 to 80</u>	173.86	21.7329	0.3622	32.5994	0.5433
	<u>81 to 105</u>	174.51	21.8142	0.3636	32.7213	0.5454
	<u>106 to 125</u>	174.91	21.8642	0.3644	32.7963	0.5466
	<u>126 to 145</u>	175.16	21.8954	0.3649	32.8431	0.5474
	<u>146 to 165</u>	175.26	21.9079	0.3651	32.8619	0.5477
	(*)					

Rates of Pay Without A Mileage Component in Short Local Service, Eligible For Holiday Pay.

		Daily	Pro-Rata		Punitive	
		Rate	Hour	Min.	Hour	Min.
Conductor	<u>Basic rate</u>	186.41	23.3013	0.3884	34.9519	0.5825
	<u>1 to 80</u>	186.76	23.3450	0.3891	35.0175	0.5836
	<u>81 to 105</u>	187.41	23.4263	0.3904	35.1394	0.5857
	<u>106 to 125</u>	187.81	23.4763	0.3913	35.2144	0.5869
	<u>126 to 145</u>	188.06	23.5075	0.3918	35.2613	0.5877
	<u>146 to 165</u>	188.16	23.5200	0.3920	35.2800	0.5880
	(*)					
Brakeman	<u>Basic rate</u>	175.04	21.8800	0.3647	32.8200	0.5470
	<u>1 to 80</u>	175.39	21.9238	0.3654	32.8856	0.5481
	<u>81 to 105</u>	176.04	22.0050	0.3668	33.0075	0.5501
	<u>106 to 125</u>	176.44	22.0550	0.3676	33.0825	0.5514
	<u>126 to 145</u>	176.69	22.0863	0.3681	33.1294	0.5522
	<u>146 to 165</u>	176.79	22.0988	0.3683	33.1481	0.5525

(*) 166 Cars and Over Add 20 cents for each additional block of 20 cars or portion thereof.

Extension of Time in Computing ITD and FTD, 1 mile = 3.69 minutes.
Overtime Divisor in Through Freight Service is, 16.25, Passenger 26.0.

**Rates of Pay in Through Freight Service Without a Mileage
Component in Assignment, Eligible for Holiday Pay.**

		Daily		Pro-Rata		Punitive	
		Rate	Hour	Min.	Hour	Min.	
Conductor	<u>Basic rate</u>	185.85	23.2313	0.3872	34.8469	0.5808	
	<u>1 to 80</u>	186.20	23.2750	0.3879	34.9125	0.5819	
	<u>81 to 105</u>	186.85	23.3563	0.3893	35.0344	0.5839	
	<u>106 to 125</u>	187.25	23.4063	0.3901	35.1094	0.5852	
	<u>126 to 145</u>	187.50	23.4375	0.3906	35.1563	0.5859	
	<u>146 to 165</u>	187.60	23.4500	0.3908	35.1750	0.5863	
	(*)						
Brakeman	<u>Basic rate</u>	174.62	21.8275	0.3638	32.7413	0.5457	
	<u>1 to 80</u>	174.97	21.8713	0.3645	32.8069	0.5468	
	<u>81 to 105</u>	175.62	21.9525	0.3659	32.9288	0.5488	
	<u>106 to 125</u>	176.02	22.0025	0.3667	33.0038	0.5501	
	<u>126 to 145</u>	176.27	22.0338	0.3672	33.0506	0.5508	
	<u>146 to 165</u>	176.37	22.0463	0.3674	33.0694	0.5512	

(*) 166 Cars and Over Add 20 cents for each additional block of 20 cars or portion thereof.

YARD SERVICE							
Daily Rate	Hour	Pro-Rata Min-5	Min.	Hour	Punitive Min-5	Min.	Overmiles
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	203.29	241.41	279.52	317.64	355.76	
	5	206.47	244.58	282.70	320.82	358.93	
	10	209.64	247.76	285.88	323.99	362.11	
	15	212.82	250.94	289.05	327.17	365.29	
	20	216.00	254.11	292.23	330.35	368.46	
FOREMAN	25	219.17	257.29	295.41	333.52	371.64	
	30	222.35	260.47	298.58	336.70	374.82	
	35	225.52	263.64	301.76	339.88	377.99	
	40	228.70	266.82	304.94	343.05	381.17	
	45	231.88	269.99	308.11	346.23	384.35	
	50	235.05	273.17	311.29	349.40	387.52	
	55	238.23	276.35	314.46	352.58	390.70	
Daily Rate	Hour	Pro-Rata Min-5	Min.	Hour	Punitive Min-5	Min.	Overmiles
195.02	24.3775	2.0315	0.4063	36.5663	3.0472	0.6094	1.6205
	<i>Min</i>	<i>Hrs-8</i>	<i>Hrs-9</i>	<i>Hrs-10</i>	<i>Hrs-11</i>	<i>Hrs-12</i>	
	0	195.02	231.59	268.15	304.72	341.29	
	5	198.07	234.63	271.20	307.77	344.33	
	10	201.11	237.68	274.25	310.81	347.38	
	15	204.16	240.73	277.29	313.86	350.43	
	20	207.21	243.78	280.34	316.91	353.47	
HELPER	25	210.26	246.82	283.39	319.95	356.52	
	30	213.30	249.87	286.44	323.00	359.57	
	35	216.35	252.92	289.48	326.05	362.62	
	40	219.40	255.96	292.53	329.10	365.66	
	45	222.44	259.01	295.58	332.14	368.71	
	50	225.49	262.06	298.62	335.19	371.76	
	55	228.54	265.11	301.67	338.24	374.80	

	Daily		Pro-rata		Punitive	
	Rate	Hour	Min.	Hour	Min.	
Switchtender	186.39	23.2988	0.3883	34.9481	0.5825	
Retarder Operator	207.39	25.9238	0.4321	38.8856	0.6481	
Hump Foreman	209.67	26.2088	0.4368	39.3131	0.6552	

**Through Freight Service
(Basic Day 130 Miles)**

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of 130	
		Hour	Min.	Hour	Min.	(A)	(B)
Conductor							
<u>Basic rate</u>	181.37	22.6713	0.3779	34.0069	0.5668	1.3578	1.4693
<u>1 to 80</u>	181.72	22.7150	0.3786	34.0725	0.5679	1.3613	1.4728
<u>81 to 105</u>	182.37	22.7963	0.3799	34.1944	0.5699	1.3678	1.4793
<u>106 to 125</u>	182.77	22.8463	0.3808	34.2694	0.5712	1.3718	1.4833
<u>126 to 145</u>	183.02	22.8775	0.3813	34.3163	0.5719	1.3743	1.4858
<u>146 to 165</u>	183.12	22.8900	0.3815	34.3350	0.5723	1.3753	1.4868

(*)

Brakeman

<u>Basic rate</u>	170.16	21.2700	0.3545	31.9050	0.5318	1.2819	1.3778
<u>1 to 80</u>	170.51	21.3138	0.3552	31.9706	0.5328	1.2854	1.3813
<u>81 to 105</u>	171.16	21.3950	0.3566	32.0925	0.5349	1.2919	1.3878
<u>106 to 125</u>	171.56	21.4450	0.3574	32.1675	0.5361	1.2959	1.3918
<u>126 to 145</u>	171.81	21.4763	0.3579	32.2144	0.5369	1.2984	1.3943
<u>146 to 165</u>	171.91	21.4888	0.3581	32.2331	0.5372	1.2994	1.3953

(*) 166 Cars and Over Add 20 cents for each additional block of 20 cars or or portion thereof.

(A) Mileage rates for miles run in excess of the number of miles comprising a basic day in Freight Service.

(B) Mileage for Interdivisional/Interseniority District Service established pursuant to Article XIII of the January 27, 1972 Agreement, Article IX of the October 31, 1985 or November 1, 1991 Agreements.

**Local Freight Service
(Basic Day 100 and 130 Miles)**

	Daily Rate	Pro-Rata		Punitive		For Miles in Excess of	
		Hour	Min.	Hour	Min.	100	130
Conductor							
<u>Basic rate</u>	181.93	22.7413	0.3790	34.1119	0.5685	0.0000	1.3621
<u>1 to 80</u>	182.28	22.7850	0.3798	34.1775	0.5696	0.0035	1.3656
<u>81 to 105</u>	182.93	22.8663	0.3811	34.2994	0.5717	0.0100	1.3721
<u>106 to 125</u>	183.33	22.9163	0.3819	34.3744	0.5729	0.0140	1.3761
<u>126 to 145</u>	183.58	22.9475	0.3825	34.4213	0.5737	0.0165	1.3786
<u>146 to 165</u>	183.68	22.9600	0.3827	34.4400	0.5740	0.0175	1.3796

(*)

Brakeman

<u>Basic rate</u>	170.59	21.3238	0.3554	31.9856	0.5331	0.0000	1.2852
<u>1 to 80</u>	170.94	21.3675	0.3561	32.0513	0.5342	0.0035	1.2887
<u>81 to 105</u>	171.59	21.4488	0.3575	32.1731	0.5362	0.0100	1.2952
<u>106 to 125</u>	171.99	21.4988	0.3583	32.2481	0.5375	0.0140	1.2992
<u>126 to 145</u>	172.24	21.5300	0.3588	32.2950	0.5383	0.0165	1.3017
<u>146 to 165</u>	172.34	21.5425	0.3590	32.3138	0.5386	0.0175	1.3027

(*)

	Daily Rate	Pro-Rata Hour	Pro-Rata Min.	Punitive Hour	Punitive Min.
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ROAD SWITCHER - Runs Assigned 100 Miles or Less Receiving Holiday Pay

Conductor	201.17	25.1463	0.4191	37.7194	0.6287
Brakeman	192.06	24.0075	0.4001	36.0113	0.6002

ROAD SWITCHER - Runs Assigned Not Receiving Holiday Pay Overmiles

Conductor	199.71	24.9638	0.4161	37.4456	0.6241	1.6440
Brakeman	190.42	23.8025	0.3967	35.7038	0.5951	1.5683