

SP&S Rate of Pay Effective January 1, 2008

Guarantees

Conductors Extra Board \$2,770.59
Brakemans Extra Board \$2,609.30
Switchmans Extra Board \$1,892.48

Combo Brakemen \$2,609.30
Combo Conductor \$2,770.59

Camas Turn
Conductor \$186.63
Brakeman \$179.81

Vancopuver Roadswitcher (NP)
Conductor \$201.03
Brakeman \$193.13

Vancouver Trip Rates

Board 61

Conductor \$323.34
Brakeman \$304.28

Board 62

Conductor \$322.90
Brakeman \$303.85

Board 63

Conductor \$323.87
Brakeman \$304.77

Board 64

Conductor \$296.40
Brakeman \$278.99
Flip Conductor \$566.69
Flip Brakeman \$532.94

Board 65

Conductor \$178.10
Brakeman \$167.38

Board 200

Conductor \$297.68
Brakeman \$280.14
Flip Conductor \$583.79
Flip Brakeman \$549.17

Wishram Trip Rates

Board 66

Conductor \$182.50
Brakeman \$171.50

Board 302

Conductor \$202.14
Brakeman \$190.64

Board 304

Conductor \$204.32
Brakeman \$193.00

Board 310

Conductor \$185.70
Brakeman \$174.32
Flip Conductor \$335.13
Flip Brakeman \$314.67

T R A I N E N G I N E Y A R D
 UTU - PAYROLL RATE TABLE

Occupation	Class of SERVICE	S-SPS Qualification	OCC RATE BASIC CDE CODE DAY	JAN 1, 2008				THRU ??????			COLA-IN-RATE	
				MILEAGE	O/MILE	CA RATE	ID RATE	COND-OM	P-D-G	DY-OM	P-D-G	
LGTH-OF-TRAIN ALLOWANCE		001-080 CARS	0000 000.000	000.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		LESS THAN 81 CARS	0001 000.350	000.269	000.350	000.350	000.350	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		81 - 105 CARS	0002 001.000	000.769	001.000	001.000	001.000	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		106 - 125 CARS	0003 001.400	001.077	001.400	001.400	001.400	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		126 - 145 CARS	0004 001.650	001.269	001.650	001.650	001.650	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		146 - 165 CARS	0005 001.750	001.346	001.750	001.750	001.750	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		166 - 185 CARS	0006 001.950	001.500	001.950	001.950	001.950	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		186 - 205 CARS	0007 002.150	001.654	002.150	002.150	002.150	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		206 - 225 CARS	0008 002.350	001.808	002.350	002.350	002.350	000.000	000.000	00.00	00.00	
LGTH-OF-TRAIN ALLOWANCE		226 - 245 CARS	0009 002.550	001.962	002.550	002.550	002.550	000.000	000.000	00.00	00.00	
ALL	ALL	Meals (1) CA 25	0024 000.000	006.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	Meals (2) CA 07	0026 000.000	012.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	Meal in transit	0031 000.000	006.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	Lodging (1) 19	0035 000.000	002.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	Lodging (1) 19	0038 000.000	015.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	2 Meal/1 lodg 20	0039 000.000	014.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	2 Meal/1 Lodg 20	0040 000.000	027.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ENG. TRAINEE	SPEC.RATE-E	NGR.TRAIN.PROGRAM	0049 150.052	150.052	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	Air Pay CA 13	0063 000.000	000.000	000.000	000.000	000.000	000.000	006.380	00.00	00.00	
ALL	ALL	Air Pay CA 13	0064 000.000	000.000	000.000	000.000	000.000	000.000	006.510	00.00	00.00	
ALL	ALL	Air Pay CA 13	0065 000.000	000.000	000.000	000.000	000.000	000.000	006.670	00.00	00.00	
ALL	ALL	Air Pay CA 13	0066 000.000	000.000	000.000	000.000	000.000	000.000	006.800	00.00	00.00	
ALL	ALL	MILEAGE REIMBURSE	0070 000.000	000.505	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
CONDUCT.TRAIN	SPEC.RATE-E	NGR.TRAIN.PROGRAM	0073 133.308	133.308	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	REVERSE LODG CA RL	0085 000.000	007.500	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	CCA CA 32 LO RATE	0095 000.000	021.834	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	CCA CA 32 HI RATE	0096 000.000	029.061	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALLL	ALL	Lodg Allow CA LO	0098 000.000	040.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
UTU	ALL	Caboose Pay CA 18	0099 000.000	000.010	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	WEEKEND INCENTIVE	0105 000.000	075.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
ALL	ALL	COMPUTER TRAINING	0200 000.000	200.000	000.000	000.000	000.000	000.000	000.000	00.00	00.00	

T R A I N E N G I N E Y A R D

UTU - PAYROLL RATE TABLE

JAN 1, 2008 THRU ??????

Occupation	Class of SERVICE	Qualification	S-SPS	OCC RATE BASIC		MILEAGE		O/MILE		CA RATE		ID RATE		COND-OM		P-D-G		COLA-IN-RATE		
				CDE	CODE	DAY														
OUTSIDE HOSTL	YARD 5 DAY			0	8810	179.060	179.060	000.000	102.810	141.323	000.000	000.000	00.00	00.00						
INSIDE HOSTLE	YARD 5 DAY			0	8820	167.005	167.005	000.000	100.710	138.775	000.000	000.000	00.00	00.00						
OUT.HOST.HELP	YARD 5 DAY			0	8830	164.051	164.051	000.000	098.740	136.382	000.000	000.000	00.00	00.00						

T R A I N E N G I N E Y A R D
 UTU - PAYROLL RATE TABLE

Occupation	Class of SERVICE	S-SPS Qualification	OCC CDE	RATE CODE	BASIC DAY	JAN 1, 2008				THRU ??????		COLA-IN-RATE	
						MILEAGE	O/MILE	CA RATE	ID RATE	COND-OM	P-D-G	DY-OM	P-D-G
COLLECTOR	PASS.SVC.GN	TRAINMEN EAST OF	3	2201	140.829	093.886	078.716	061.490	083.690	000.000	000.000	00.00	00.00
CONDUCTOR	PASS.SVC.GN	TRAINMEN EAST OF	3	2210	148.921	099.280	082.252	065.510	088.104	000.000	000.000	00.00	00.00
CONDUCTOR	THRU-FRT		3	3310	160.505	123.465	124.019	096.360	133.473	000.000	000.000	00.00	00.00
CONDUCTOR	LOCAL FREIG	HT	3	4410	161.065	161.065	124.579	096.920	134.033	000.000	000.560	00.00	00.00
CONDUCTOR	ROAD SWITCH	ER - 5 DAY	3	4510	186.637	186.637	000.000	000.000	000.000	000.000	000.000	00.00	00.00
CONDUCTOR	ROAD SWITCH	ER - 6 DAY	3	4610	186.637	186.637	000.000	000.000	000.000	000.000	000.000	00.00	00.00
CONDUCTOR	LOCAL FREIG	HT SVC-ASGND MLS >	3	4710	162.405	162.405	000.000	097.830	135.141	000.000	000.560	00.00	00.00
CONDUCTOR	LOCAL FRT.	SVC-ASGND < 100 M	3	4810	164.863	164.863	000.000	099.460	137.129	000.000	000.560	00.00	00.00
CONDUCTOR	LEADVILLE L	OCAL	3	4910	163.348	163.348	084.612	065.510	095.922	000.000	000.000	00.00	00.00
FOREMAN/YARD	YARD 5 DAY		3	5500	179.060	179.060	000.000	108.780	148.602	000.000	000.000	00.00	00.00
CONDUCTOR	YARD 5 DAY		3	5510	179.060	179.060	000.000	108.780	148.602	000.000	000.000	00.00	00.00
CONDUCTOR	WORK TRAIN		3	6610	161.329	161.329	124.611	096.900	134.132	000.000	000.000	00.00	00.00
CONDUCTOR	WORK TRAIN	SVC-UNASGND < 100	3	6710	163.787	163.787	000.000	098.550	136.140	000.000	000.000	00.00	00.00
CONDUCTOR	WORK TRAIN	SVC-ASGND MILES >	3	6810	161.329	161.329	124.611	096.900	134.132	000.000	000.000	00.00	00.00
CONDUCTOR	WORK TRAIN	SVC-ASGND < 100 M	3	6910	163.787	163.787	000.000	098.550	136.140	000.000	000.000	00.00	00.00
CONDUCTOR	SNOW PLOW		3	7510	162.953	162.953	125.852	097.990	135.459	000.000	000.000	00.00	00.00
CONDUCTOR	SNOW PLOW S	VC-UNASGND < 100	3	7610	165.379	165.379	000.000	099.620	137.458	000.000	000.000	00.00	00.00
CONDUCTOR	THRU FRT. S	VC-UNASGND < BASI	3	8310	162.976	125.366	000.000	098.000	135.471	000.000	000.000	00.00	00.00
CONDUCTOR	LOCAL FRT.	SVC-UNASGND < 100	3	8410	163.536	163.536	000.000	098.560	136.031	000.000	000.560	00.00	00.00
FOOTBOARD YM	YARD 5 DAY		3	9500	179.060	193.496	000.000	108.780	148.602	000.000	000.000	00.00	00.00

T R A I N E N G I N E Y A R D
 UTU - PAYROLL RATE TABLE

Occupation	Class of SERVICE	S-SPS Qualification	OCC CDE	RATE CODE	BASIC DAY	JAN 1, 2008				THRU ??????		RATE of PAY		COLA-IN-RATE	
						MILEAGE	O/MILE	CA RATE	ID RATE	COND-OM	P-D-G	DY-OM	P-D-G		
BRAKEMAN/HEAD PASS.SVC.GN		BASIC RATE	4	2210	138.007	092.004	077.245	060.090	082.153	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD THRU-FRT		BASIC RATE	4	3310	151.018	116.167	117.596	090.000	125.732	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD LOCAL FREIG		BASIC RATE	4	4410	151.488	151.488	118.066	090.470	126.202	000.000	000.470	00.00	00.00		
BRAKEMAN/HEAD ROAD SWITCH		BASIC RATE	4	4510	179.817	179.817	000.000	000.000	000.000	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD ROAD SWITCH		BASIC RATE	4	4610	179.817	179.817	000.000	000.000	000.000	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD LOCAL FREIG		BASIC RATE	4	4710	152.773	152.773	000.000	091.340	127.267	000.000	000.470	00.00	00.00		
BRAKEMAN/HEAD LOCAL FRT.		BASIC RATE	4	4810	155.276	155.276	000.000	093.000	129.287	000.000	000.470	00.00	00.00		
BRAKEMAN/HEAD LEADVILLE L		BASIC RATE	4	4910	151.249	151.249	079.452	060.090	089.323	000.000	000.000	00.00	00.00		
SWITCH HELPER YARD 5 DAY			4	5500	172.044	172.044	000.000	104.100	142.893	000.000	000.000	00.00	00.00		
BRAKEMAN YARD 5 DAY			4	5510	172.044	172.044	000.000	104.100	142.893	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD WORK TRAIN		BASIC RATE	4	6610	151.599	151.599	118.024	090.390	126.204	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD WORK TRAIN		BASIC RATE	4	6710	154.049	154.049	000.000	092.020	128.192	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD WORK TRAIN		BASIC RATE	4	6810	151.599	151.599	118.024	090.390	126.204	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD WORK TRAIN		BASIC RATE	4	6910	154.049	154.049	000.000	092.020	128.192	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD SNOW PLOW		BASIC RATE	4	7510	154.059	154.059	119.868	092.030	128.202	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD SNOW PLOW S		BASIC RATE	4	7610	156.563	156.563	000.000	093.700	130.233	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD THRU FRT. S		BASIC RATE	4	8310	153.488	118.067	000.000	091.640	127.741	000.000	000.000	00.00	00.00		
BRAKEMAN/HEAD LOCAL FRT.		BASIC RATE	4	8410	153.958	153.958	000.000	092.110	128.211	000.000	000.470	00.00	00.00		

T R A I N E N G I N E Y A R D
 UTU - PAYROLL RATE TABLE

Occupation	Class of SERVICE	S-SPS Qualification	OCC CDE	RATE BASIC CODE DAY	JAN 1, 2008			THRU ???????			RATE of PAY			
					MILEAGE	O/MILE	CA RATE	ID RATE	COND-OM	P-D-G	COLA-DY-OM	IN-RATE P-D-G		
BRAKEMAN/HEAD	PASS.SVC.GN	TRAINMEN EAST OF	5	2210	138.007	092.004	077.245	060.090	082.153	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	THRU-FRT		5	3310	151.018	116.167	117.596	090.000	125.732	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	LOCAL FREIG	HT	5	4410	151.488	151.488	118.066	090.470	126.202	000.000	000.470	00.00	00.00	
BRAKEMAN/HEAD	ROAD SWITCH	ER - 5 DAY	5	4510	179.817	179.817	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	ROAD SWITCH	ER - 6 DAY	5	4610	179.817	179.817	000.000	000.000	000.000	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	LOCAL FREIG	HT SVC-ASGND MLS >	5	4710	152.773	152.773	000.000	091.340	127.267	000.000	000.470	00.00	00.00	
BRAKEMAN/HEAD	LOCAL FRT.	SVC-ASGND < 100 M	5	4810	155.276	155.276	000.000	093.000	129.287	000.000	000.470	00.00	00.00	
BRAKEMAN/HEAD	LEADVILLE L	OCAL	5	4910	151.249	151.249	079.452	060.090	089.323	000.000	000.000	00.00	00.00	
SWITCH HELPER	YARD 5 DAY		5	5500	172.044	172.044	000.000	104.100	142.893	000.000	000.000	00.00	00.00	
BRAKEMAN	YARD 5 DAY		5	5510	172.044	172.044	000.000	104.100	142.893	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	WORK TRAIN		5	6610	151.599	151.599	118.024	090.390	126.204	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	WORK TRAIN	SVC-UNASGND < 100	5	6710	154.049	154.049	000.000	092.020	128.192	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	WORK TRAIN	SVC-ASGND MILES >	5	6810	151.599	151.599	118.024	090.390	126.204	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	WORK TRAIN	SVC-ASGND < 100 M	5	6910	154.049	154.049	000.000	092.020	128.192	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	SNOW PLOW		5	7510	154.059	154.059	119.868	092.030	128.202	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	SNOW PLOW S	VC-UNASGND < 100	5	7610	156.563	156.563	000.000	093.700	130.233	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	THRU FRT. S	VC-UNASGND < BASI	5	8310	153.488	118.067	000.000	091.640	127.741	000.000	000.000	00.00	00.00	
BRAKEMAN/HEAD	LOCAL FRT.	SVC-UNASGND < 100	5	8410	153.958	153.958	000.000	092.110	128.211	000.000	000.470	00.00	00.00	

UTU - PAYROLL RATE TABLE
 JAN 1, 2008 THRU ??????

Occupation	Class of SERVICE	S-SPS Qualification	OCC RATE BASIC		RATE of PAY				COLA-IN-RATE				
			CDE	DAY	MILEAGE	O/MILE	CA RATE	ID RATE	COND-OM	P-D-G	DY-OM	P-D-G	
BAGGAGEMAN	PASS.SVC.GN	TRAINMEN EAST OF	7	2201	138.589	092.392	077.574	060.380	082.471	000.000	000.000	00.00	00.00

UTU - PAYROLL RATE TABLE
 JAN 1, 2008 THRU ???????

Occupation	Class of SERVICE	Qualification	S-SPS	OCC RATE BASIC	CDE CODE DAY	MILEAGE	O/MILE	CA RATE	ID RATE	COND-OM	P-D-G	COLA-IN-RATE	DY-OM	P-D-G
YARD MASTER	TRAINEE			8 5510 000.000		223.400	223.400	000.000	000.000	000.000	000.000	00.00	00.00	

UTU - PAYROLL RATE TABLE
 JAN 1, 2008 THRU ???????

Occupation	Class of SERVICE	S-SPS Qualification	OCC RATE BASIC		RATE of PAY				COLA-IN-RATE				
			CDE	CODE DAY	MILEAGE	O/MILE	CA RATE	ID RATE	COND-OM	P-D-G	DY-OM	P-D-G	
ASSISTANT CON	PASS.SVC.GN	TRAINMEN EAST OF	9	2201	140.829	093.886	078.716	061.490	083.690	000.000	000.000	00.00	00.00
YARD MASTER	REGULAR		9	5500	000.000	247.740	247.740	000.000	000.000	000.000	000.000	00.00	00.00