

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JANUARY 1, 2015
(3 % GWI)
MACHINE OPERATORS - SHEET 1

JOB CODE	OCCUPATION	(FORMER NKP)
		B M W E RATE
738	Mowing Machine Helper	25.84
734	Mott Hammer Knife Mowing (NKP & WLE)	26.04
751	Scarifier Helper	26.19
732	Motor Car X100	26.38
722	Grinder Helper	26.47
743	Pile Driver Fireman (WLE)	26.66
756	Steam Shovel Fireman	26.66
708	Ballast Regulator, Kershaw (Hlpr)(NKP & WLE)	26.69
721	Grinder	26.82
735	Mowing Machine	27.32
737	Mowing Machine - Off Track	27.32
774	Track Line, Rwy Track Work (WLE)	27.32
709	Brush Cutter	27.33
773	Track Liner, Rwy Track Work	27.33
983	Cribber (S-P)(NKP)	27.33
987	Bolt Tightener (NKP)	27.33
753	Spike Puller - (S-P)(NKP)	27.33
750	Rail Lifter (S-P)(NKP)	27.33
704	Back Hoe	27.53
712	Bulldozer-Spreader	27.50
749	Scarifier	27.53
746	Power Tamping Jack (WLE)	27.69
768	Tie Tamper, Electric 12-Tool (WLE)	27.69
769	Tie Tamper, Electric 12-Tool	27.69
771	Track Liner, Nordberg	27.69
772	Track Liner, Nordberg (WLE)	27.69
908	Weed Burner - Snow Melter (WLE)	27.74
752	Snow Melting	27.78
776	Weed Burning	27.78
710	Bridge Tie Crane	27.79
741	On Track Brush Cutter	27.79
747	Multiple Tamper	27.79
911	Racine Rail Anchor Applicator (NKP & WLE)	27.79
754	Spot Tamper	27.79
757	Switch Tamper	27.79
762	Tie Bed Scarifier, Kershaw (NKP & WLE)	27.79

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply,
the appropriate lesser rate will be paid.

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NORFOLK SOUTHERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JANUARY 1, 2015

(3 % GWI)

MACHINE OPERATORS - SHEET 2

(FORMER NKP)
 B M W E

JOB CODE	OCCUPATION	RATE
765	Tie Broom	27.79
763	Tie Handler	27.79
764	Tie Inserter	27.79
766	Tie Saw	27.79
767	Tie Saw, Kershaw (NKP & WLE)	27.79
984	Spiker (Protec-Walking) (NKP)	27.79
985	Anchor Tightener (NKP)	27.79
986	Tie Plate Inserter (NKP)	27.79
775	Tie Plate Inserter (WLE)	27.79
713	Burner	27.84
719	Equipment Maintainer	27.92
723	High Reach Carrier, Elliott (NKP & WLE)	27.92
701	Air Tamper - Matissa (NKP & WLE)	27.99
725	Anchor Applicator	27.99
702	Auto Spike Master - R M C (NKP & WLE)	27.99
965	Burro Crane	27.99
707	Ballast Regulator, Kershaw (NKP & WLE)	27.99
705	Broom (Double)	27.99
718	Dual Spike Driver	27.99
720	Dump Truck Driver	27.99
744	Power Tamping Jack	27.99
748	Rail Detector (NKP & WLE)	27.99
759	Tamper, Electromatic (NKP & WLE)	27.99
761	Tamper, Jr. Electromatic (NKP & WLE)	27.99
770	Tie Crane	27.99
715	Car Mover	28.51
724	Hoisting Engineer	28.51
736	Gradall	28.51
726	Jet Snow Blower	28.51
739	Off Track Cleaner	28.51
982	Jordan Spreader (NKP)	28.51
714	Burro Crane (WLE)	28.79
727	Jet Snow Blower (WLE)	28.79
728	Locomotive Crane (WLE)	28.79
731	Miscellaneous Equipment (WLE)	28.79
742	Pile Driver Engineer (WLE)	28.79
730	Lucky Loader	28.93

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply the appropriate lesser rate will be paid.

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NORFOLK SOUTHERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JANUARY 1, 2015

(3 % GWI)

MISCELLANEOUS EMPLOYEES

(FORMER NKP)
 B M W E

JOB* CODE	ORG	OCCUPATION	RATE
		Concreter	26.54
		Cook - B&B	26.55
		Cook - Comm. Dept.	26.55
		Cook - Signals Dept.	26.55
	32107	Crossing Watchman	25.10
	35107	Crossing Watchman	25.09
	37147	Crossing Watchman (LE&W)	25.10
	43127	Crossing Watchman (NKP)	25.10
		Drawbridge Operator - 1st Trk	26.69
		Drawbridge Operator - 2nd & 3rd Trk	26.54
		Drawbridge Operator - Cleveland, OH	
		Bridge 2.22	26.64
		Drawbridge Operator - Ironville, OH	
		Bridge 2.83	27.21
		Iron Worker	27.84
		Laborer-Rdwy Equip. Repair Shop	25.67
		Laborer - Truck Driver	25.96
		Laborer - Truck Driver (WLE)	26.00
		Scale Inspector	28.38
		Scale Inspector Assistant	26.50
		Stationary Engineer (NKP)	28.06
		Stationary Fireman (NKP)	26.40
		Truck Driver (WLE)	27.99
		Welder (Arc), Electric	27.95
		Welder, Gas & Thermit	27.69
		Lead Welder	28.85
		Welder (WLE)	28.51
		Welder Helper (Arc), Electric	26.38
		Welder Helper, Gas & Thermit	26.06
		Welder Helper (WLE)	26.38

* Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK SOUTHERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JANUARY 1, 2015
 (3 % GWI)
 BRIDGE & BUILDING EMPLOYEES

(FORMER NKP)
 B M W E

JOB* CODE	OCCUPATION	RATE
	Bridge Foreman (Carpenter) (WLE)	28.79
	Carpenter (CL)	27.32
	Carpenter (LE&W)	27.39
	Carpenter (NKP)	27.39
	Carpenter - 1st (NKP)	27.53
	Carpenter Foreman	29.07
	Carpenter Foreman, Assistant (CL & LEW)	27.53
	Carpenter Foreman, Assistant (NKP)	27.85
	Carpenter Helper (LE&W)	26.06
	Carpenter Helper (CL)	26.38
	Carpenter Helper (WLE)	26.47
	Carpenter Truck Driver	27.53
	Carpenter, Bench (LE&W)	27.95
	Carpenter, First Grade (WLE)	27.27
	Carpenter, Second Grade (WLE)	27.14
	Laborer, B&B	28.23
	Lead Mechanic (Carpenter) (WLE)	27.39
	Mason Foreman	29.07
	Mason Foreman, Assistant	28.60
	Mason Helper	26.06
	Painter	27.26
	Painter Foreman	28.66
	Painter Truck Driver	27.53

* Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK SOUTHERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JANUARY 1, 2015
 (3 % GWI)
 EXTRA GANG FORCES

(FORMER NKP)
 B M W E

JOB* CODE	OCCUPATION	RATE
	System Rail Gang foreman	29.19
	Cook	26.51
	Cook, Assistant	26.33
	Extra Gang Foreman (NKP)	28.65
	Extra Gang Foreman (LE&W)	28.70
	Extra Gang Foreman (CL)	28.58
	Extra Gang Foreman (WLE)	28.65
	Extra Gang Foreman, Assistant (NKP)	27.22
	Extra Gang Foreman, Assistant (LE&W)	27.12
	Extra Gang Foreman, Assistant (CL)	27.04
	Extra Gang Foreman, Assistant (WLE)	27.12
	Foreman, Apprentice	26.93
	Fence Foreman	27.53
	Laborer, Extra Gang	25.72
	Laborer, Fence Gang and Extra Gang	25.67
	Laborer, Truck Driver (WLE)	26.00
	Laborer, Truck Driver	25.96

* Refer to Job Code File.

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NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JANUARY 1, 2015

(3 % GWI)

SECTION FORCES

(FORMER NKP)
B M W E

LOCATION	SEC.	ORG	SECTION FOREMAN RATE
Bellevue, OH	12	30333	28.77
Dunkirk, NY	2	32123	28.61
Erie, PA	3	32153	28.61
Ashtabula, OH	5	32213	28.61
Avery, OH	11	32323	28.61
So. Lorain, OH	10	32383	28.77
Fostoria, OH	14	32413	28.61
Payne, OH	16	32453	28.61
Clve, OH - 110th St.	4	33233	28.77
Euclid, OH	7	33243	28.61
Maumee, OH	25	42323	28.77
Toledo, OH	10	34313	28.77
Fremont, OH	11	34323	28.41
Campbell Rd., OH(WLE)	4	35413	28.41
Lima, OH	2	37143	28.41
Tipton, IN	6	37223	28.26
New Castle, IN	15	37263	28.26
Bluffton, IN	17	37283	28.26
Frankfort, IN	6	37313	28.41
Campbellstown, OH	14	37393	28.26
Marion, IN	2	37543	28.26
Plymouth, IN	25	42513	28.26
South Bend, IN	25	42643	28.26
East Wayne, IN	17	42533	28.61
So. Whitely, IN	19	42553	28.61
So. Whitely, IN	3-D	42563	28.61
Knox, IN	21	42593	28.61
Calumet, IL	23	43123	28.77
Veedersburg, IN	5	44003	28.61
Lafayette, IN	6	44993	28.26

(A) - Denotes Foreman Track Inspector - all others are titled Section Foreman.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK SOUTHERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE JANUARY 1, 2015
 (3 % GWI)
 SECTION FORCES

LOCATION	SEC.	ORG	(FORMER NKP) B M W E ASSISTANT FOREMAN RATE
Bellevue, OH	12	30333	27.26
Dunkirk, NY	2	32123	27.26
Erie, PA	3	32153	27.26
Ashtabula, OH	5	32213	27.26
Avery, OH	11	32323	27.26
So. Lorain, OH	10	32383	27.26
Fostoria, OH	14	32413	27.26
Payne, OH	16	32453	27.26
Clve, OH - 110th St.	4	33233	27.26
Euclid, OH	7	33243	27.26
Maumee, OH	25	42323	27.12
Toledo, OH	10	34313	27.12
Fremont, OH	11	34323	27.12
Campbell Rd., OH(WLE)	4	35413	27.12
Lima, OH	2	37143	27.04
Tipton, IN	6	37223	27.04
New Castle, IN	15	37263	27.04
Bluffton, IN	17	37283	27.04
Frankfort, IN	6	37313	27.04
Campbellstown, OH	14	37393	27.04
Marion, IN	2	37543	26.82
Plymouth, IN	25	42513	27.04
South Bend, IN	25	42643	27.04
East Wayne, IN	17	42533	27.26
So. Whitely, IN	19	42553	27.26
So. Whitely, IN	3-D	42563	
Knox, IN	21	42593	27.26
Calumet, IL	23	43123	27.26
Veedersburg, IN	5	44003	26.82
Lafayette, IN	6	44993	27.04

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply,
 the appropriate lesser rate will be paid.

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NORFOLK SOUTHERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE JANUARY 1, 2015
 (3 % GWI)
 SECTION FORCES

(FORMER NKP)
 B M W E

LOCATION	SEC.	ORG	<u>LABORER RATE</u>
Bellevue, OH	12	30333	25.65
Dunkirk, NY	2	32123	25.65
Erie, PA	3	32153	25.65
Ashtabula, OH	5	32213	25.65
Avery, OH	11	32323	25.65
So. Lorain, OH	10	32383	25.65
Fostoria, OH	14	32413	25.65
Payne, OH	16	32453	25.65
Clve, OH - 110th St.	4	33233	25.65
Euclid, OH	7	33243	25.65
Maumee, OH	25	42323	25.72
Toledo, OH	10	34313	25.72
Fremont, OH	11	34323	25.72
Campbell Rd., OH(WLE)	4	35413	25.72
Lima, OH	2	37143	25.65
Tipton, IN	6	37223	25.65
New Castle, IN	15	37263	25.65
Bluffton, IN	17	37283	25.65
Frankfort, IN	6	37313	25.65
Campbellstown, OH	14	37393	25.65
Marion, IN	2	37543	25.65
Plymouth, IN	25	42513	25.65
South Bend, IN	25	42643	25.65
East Wayne, IN	17	42533	25.65
So. Whitely, IN	19	42553	25.65
So. Whitely, IN	3-D	42563	25.65
Knox, IN	21	42593	25.65
Calumet, IL	23	43123	25.65
Veedersburg, IN	5	44003	25.65
Lafayette, IN	6	44993	25.65

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply,
 the appropriate lesser rate will be paid.

APPENDIX TO AGREEMENT

Between

NORFOLK SOUTHERN RAILWAY COMPANY
THE CINCINNATI, NEW ORLEANS AND TEXAS PACIFIC RAILWAY COMPANY
THE ALABAMA GREAT SOUTHERN RAILROAD COMPANY
GEORGIA, SOUTHERN AND FLORIDA RAILWAY COMPANY
CENTRAL OF GEORGIA RAILROAD COMPANY
THE LIVE OAK, PERRY AND SOUTH GEORGIA RAILROAD COMPANY
CAROLINA AND NORTHWESTERN RAILWAY COMPANY
THE INTERSTATE RAILROAD COMPANY
ATLANTIC AND EAST CAROLINA RAILWAY COMPANY
THE GEORGIA NORTHERN RAILWAY COMPANY
LOUISIANA SOUTHERN RAILWAY COMPANY
THE NEW ORLEANS TERMINAL COMPANY
TENNESSEE RAILWAY COMPANY

AND

EMPLOYEES ENUMERATED HEREIN AS REPRESENTED BY

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES

RATE TABLE NO. 78

BMWE / NSR - RATES OF PAY EFFECTIVE JANUARY 1,2015
3% GWI

TRACK SUB DEPARTMENT

1 Rank A-1 Foreman

Foremen (Mechanized Rail
Laying and Timbering and
Surfacing Gangs consisting
of ten (10) or more men):

CURRENT RATE	TIME & 1/2
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28.87 43.31

Foremen (other)

28.06 42.09

2 Rank A-2 Flagging Foreman

Flagging Foreman

27.37 41.06

R:/ RATE SHEETS / BMWE-NSR-RATES.XLS

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	CURRENT RATE	TIME & 1/2
3 Rank A-2 Assistant Foreman		
Assistant Foremen	27.09	40.64
4 Rank A-2 Track Repairman		
Track Repairmen*	27.64	41.46

NOTE: The rates in 4, Track Repairman, include 6 cents differential specified in Item 9. Employees assigned to oxyacetylene or electric welding in Maintenance of Way Department will, while engaged in the performance of such work, be paid that rate.(12/1/95)

5 Rail Welders (CofGA)	28.46	42.69
6 Assistant Rail Welders (CofGA)	25.96	38.94
7 Rank A-3		
Operators of the following power-driven machines (as distinguished from power tools):	27.37	41.06
Bolt Tighteners		*Grinders
Tie Adzers		Ballast Moles
Tie Renewal Machines		Ballast Scarifiers
Tie Handling Machines		Ballast Regulators
Tie Unloading Machines		Ballast Cribbers
Tie Destroying Machines		Friction Saws
Tie Bed Scarifiers -		Rail Drills (Rail Cropping
Tie Inserters		Yard)
Track Brooms		Rail Presses
Power Track Lines		Rail Changing Machines
Weed Burners		Rail Pusher-Pulling Machines
Track Gaugers - Line Spikers		Grouting Machines

*The establishment of a rate per hour for operators of power driven grinders shall not be construed to require the assignment of a helper with such machines. Where a helper is assigned, the helper's rate will be paid.(12/1/95)

	CURRENT RATE	TIME & 1/2
8 Rank A-4		
Operators of Air Compressors, 100 to 350 cu. ft. of free air per minute:	26.54	39.81
Operators of the following power driven machines (as distinguished from power tools):	26.54	39.81
Spike Pullers Rail Drillers Rail Hacksaws Jacks		
Helpers on the following power driven machines (as distinguished from power tools):	26.08	39.12
Bolt Tighteners Grinders (When Utilized) Tie Adzers Ballast Scarifiers Weed Burners Helpers of Track Repairmen		

NOTE: Helpers assigned to track repair while engaged in oxyacetylene or electric welding in Maintenance of Way Department will, while engaged in the performance of such work, be paid the above rate. The differential specified in Item 9 is not applicable to such helpers.

9 Employees assigned to oxyacetylene or electric welding in Maintenance of Way Department will, while engaged in performance of such work, be paid six cents per hour above rate specified in Item 13. Helpers will not be used as welders; if so used, during such use will be classified and paid same as a mechanic-welder. Men helping welders will be paid rate specified in Item 14, but will not be paid the differential.

10 Rank A-5		
Hi-Rail Dump Truck Driver	26.52	39.78
Track Laborers	25.27	37.91
Laborers (when utilized to drive trucks - incl. 6 cents differential)		

	CURRENT RATE	TIME & 1/2
10 (Cont'd.) Watchmen (Bridge, Track, Tunnel & Highway Crossings)	25.31	37.97
Flagmen at non-interlocked railway crossings:	25.31	37.97

BRIDGE AND BUILDING SUB-DEPARTMENT

11 Rank B-1		
(a) Bridge, Building, Painter, Mason & Concrete Foremen	28.42	42.63
(b) Fence Gang Foremen	28.03	42.05
12 Rank B-2		
(a) Flagging Foreman	27.96	41.94
(b) Assistant Bridge, Building Painter, Mason and Concrete Foremen	27.92	41.88
13 Rank B-3		
Mechanics in Maintenance of Way and Bridge and Building Departments (except those covered in agreements with other crafts):	27.37	41.06
14 Rank B-4		
Helpers in the Maintenance of Way and Bridge and Building Departments (except those covered in agreements with other crafts)	26.08	39.12
Operators of air compressors, 100 to 350 cu. ft. of free air per minute	26.54	39.81
15 Rank B-5		
Bridge and Building Department Apprentices	25.61	38.42

	CURRENT RATE	TIME & 1/2
16 Rank B-6		
Cooks in Bridge and Building Department	25.48	38.22

MAINTENANCE OF WAY MACHINE - BRIDGE & BUILDING SUB-DEPARTMENT

17 Rank C-1		
Pile Driver Engineers	28.15	42.23
Locomotive Crane Engineers (Crane on Rails 40 tons capacity and over)	28.15	42.23
Locomotive Crane Engineers (Crane on Rails less than 40 tons capacity)	27.96	41.94
18 Rank C-2		
Pile Driver Firemen	26.16	39.24
Locomotive Crane Firemen (Crane on Rails)	26.16	39.24
Locomotive Crane Helpers (Crane on Rails)	26.08	39.12

MAINTENANCE OF WAY MACHINES - TRACK SUB-DEPARTMENT

19 Rank D-1		
Power Shovels, Operators Ditcher Spreader	28.75	43.13
Operators, when engaged exclu- sively as ditching machines	28.15	42.23
NOTE: This rate not to apply when machine is used as a spreader or other service - only when used exclusively as a ditching machine.		
Crawler Crane, Operators; Grandall off track machine, Operators	27.96	41.94

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NOTE: Certain of the above machines designated as power shovels and crawler cranes are provided with two types of booms and are therefore dual purpose machines. When equipped with shovel boom and dipper, the machine is a power shovel, but when equipped with a crane boom, the machine is a crawler crane. Rates above provided apply to the type of machine operated; therefore, when a machine operator is used to operate machine equipped with a shovel boom and dipper, his rate of pay is that established for operators of power shovels, but when utilized to operate a machine equipped with crane boom, his rate is that established for operators of crawler cranes.

	CURRENT RATE	TIME & 1/2
20 Rank D-2		
Tractor Operators (including handling Le Tourneau or other Scrape Wagon, Bulldozer, Angledozer, Rooter, Sheepfoot Roller or other similar equipment)	27.42	41.13
Tournapull Earth Mover Oprs.	27.42	41.13
Krank Kars (small crane) Oprs.	27.42	41.13
Motor Grader Operators	27.42	41.13
21 Rank D-3		
Helpers on Gasoline and Diesel Power shovels and cranes	26.08	39.12
DRAWBRIDGE TENDERS SUB-DEPARTMENT		
22 Rank E-1		
Drawbridge Tenders, except as indicated below:	25.98	38.97

CURRENT RATE	TIME & 1/2
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AGS

McClure, Ala. (Warrior River)	26.19	39.29
Epes, Ala. (Tombigbee River)	26.19	39.29

NO&NE

Lake Ponchartrain Trestle, La. Seabrook, La. (Industrial Canal) Pearl River, La.	26.19	39.29
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The listing of certain positions in this appendix by location or otherwise shall not be construed to prevent the abolishment of any such positions at any time Management desires to do so.

TRACK SUB-DEPARTMENT

23 Rank F-1

Sand Driers	25.27	37.91
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NOTE: Cooks (CofGA and S.E. Region)(pursuant to Implementing Agreement dated August 18, 1972):	25.10	37.65
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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
 MACHINE OPERATORS, ASSISTANTS, HELPERS & LABORERS

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)

EASTERN REGION

BMWE - Sheet 1

JOB CODE	OCCUPATION	RATE
720	Machine Laborer (Helper) (Norfolk Terminal, Norfolk Division and Winston District)	25.40
725	Machine Laborer (Helper) (Shenandoah District and Radford Division and Roanoke Terminal)	25.45
730	Machine Laborer (Helper) (Pocahontas and Scioto Divisions)	25.59
739	Helper - Truck Crane	25.85
741	Helper - Machine Shovel	26.04
837	Roadway Machine Repair - Helper	26.08
701	Adzer	26.52
724	Assistant Crane Operator	26.52
838	Cribbing Machine	26.52
769	Power Unit Operator	26.52
839	Pre-Guage Operator	26.52
778	Rail Slotting Machine Operator	26.52
785	Spike Puller Operator	26.52
788	Surface Grinder Operator	26.52
792	Tie Bed Scarifier Operator (Fairmont)	26.52
801	Tie Remover and Inserter Operator	26.52
823	Weed Mowing Machine Operator	26.52
856	Spike Pick-Up Machine	26.52
857	Rail Lifter	26.52
708	Ballast Regulator Operator (PRR)	26.78
727	Cribex Machine Operator (PRR)	26.78
734	Gauging Machine Operator (PRR)	26.78
737	Grouting Machine (PRR)	26.78
763	Power Tie Adzer (PRR)	26.78
768	Power Track Wrench (PRR)	26.78
771	Power Unit Operator (PRR)	26.78
779	Rail Slotting Machine Operator (PRR)	26.78
786	Spike Puller (Power) (PRR)	26.78
789	Surface Grinder Operator (PRR)	26.78

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
 MACHINE OPERATORS, ASSISTANTS, HELPERS & LABORERS

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 BMWE - Sheet 2

EASTERN REGION

JOB CODE	OCCUPATION	RATE
796	Tie Bed Scarifier Operator (PRR)	26.78
802	Tie Remover and Inserter Operator (PRR)	26.78
808	Track Liner Operator (PRR)	26.78
824	Weed Mowing Machine Operator (PRR)	26.78
710	Anchor Tightner	26.96
766	Power Tie Saw	26.96
794	Tie Bed Scarifier Operator (Kershaw & Nordberg)	26.96
744	Jordan Spreader Operator	27.18
844	Anchor Magnet Operator	27.23
702	Auto Spiker Operator	27.23
703	Backhoe Operator	27.23
704	Ballast Cleaning Operator	27.23
845	Ballast Equalizer	27.23
707	Ballast Regulator	27.23
843	Bridge Tie Crane	27.23
715	Broom Operator - Double	27.23
846	Buffalo Operator (Rail Gang Machine)	27.23
711	Bulldozer Operator	27.23
714	Burro Crane Operator	27.23
753	Car Mover (Push Car)	27.23
726	Cribex Machine Operator	27.23
728	Dual Brush Cutter Operator	27.23
841	Dump Truck Operator	27.23
847	Excavator Operator	27.23
840	Farm Tractor - Fence	27.23
729	Front End Loader Operator	27.23
735	Gradall Operator	27.23
738	Grouting Machine Operator	27.23
750	Guage Spiker Operator (Norsburg)	27.23
733	Guaging Machine Operator	27.23
848	Little Giant Crane Operator	27.23
745	Lucky Loader Operator	27.23
849	Multi-Crane Operator	27.23
747	Multiple Tamper Operator (N&W)	27.23
757	Power Rail Anchor Operator	27.23
764	Power Tie Handler Operator	27.23

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
 MACHINE OPERATORS, ASSISTANTS, HELPERS & LABORERS

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 BMW - Sheet 3

EASTERN REGION

JOB CODE	OCCUPATION	RATE
767	Power Track Wrench	27.23
	Lag Screw Machine Operator	27.23
772	Pumpcrete Machine Operator	27.23
775	Rail Heater Operator	27.23
850	Rail Pick-up Train Operator	27.23
781	Snow Blower - Jet Type	27.23
782	Speed Swing Operator	27.23
784	Speno Rear End Operator	27.23
851	Spike Loading Machine	27.23
852	Standard Gauge Threader	27.23
829	Switch Tie Inserter Operator	27.23
830	Switch Undercutter	27.23
805	TKO - Tie Inserter/Remover Operator	27.23
810	Tie Crane	27.23
799	Tie Destroyer Machine Operator	27.23
853	Tie Plate Loading Machine Operator	27.23
800	Tie Plugger Operator	27.23
854	Tie Shear Operator	27.23
807	Track Liner Shifter Operator (with wire attachment)	27.23
811	Tractor Low Boy - (Tractor Trailer) Operator	27.23
842	Tunnel Ditcher Operator	27.23
822	Vacuum Truck Operator	27.23
855	Walking Spiker	27.23
826	Yard Cleaning Machine Operator	27.23
716	Clamshell Operator	27.36
723	Crane Operator	27.36
783	Speno Front End Operator	27.36
818	Tractor Shovel Operator (Under Three-Fourths Yard)	27.36
752	Pile Driver Engineer (Norfolk Terminal and Pocahontas Region)	27.58
706	Ballast Cleaning (PRR)	27.65
712	Bulldozer Operator (PRR)	27.65

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
 MACHINE OPERATORS, ASSISTANTS, HELPERS & LABORERS

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 BMW - Sheet 4

EASTERN REGION

JOB CODE	OCCUPATION	RATE
718	Clamshell Operator (Single Line) (PRR)	27.65
721	Crane Operator (Single Line) (PRR)	27.65
809	Track Shifter Operator (PRR)	27.65
814	Tractor Shovel Operator (Single Line) (PRR)	27.65
817	Tractor Shovel Operator (Three-fourths to one yard - 11060-12091-15122-16143-19084-16101-16167-19091)	27.65
821	Truck Crane Operator (Single Line) (PRR)	27.65
819	Truck Crane Operator	27.87
816	Tractor Shovel Operator (One and one-half yards and over - 11088-15047)	27.92
836	Roadway Machine Repairman	27.97
705	Backhoe (PRR)	27.99
717	Clamshell Operator (Double Line) (PRR)	27.99
719	Crane Operator (Double Line) (PRR)	27.99
731	Front End Loader (PRR)	27.99
746	Jordan Spreader Operator (PRR)	27.99
748	Multiple Tamper Operator (PRR)	27.99
754	Pile Driver Engineer (PRR)	27.99
813	Tractor Shovel Operator (Double Line) (PRR)	27.99
820	Truck Crane Operator (Double Line) (PRR)	27.99
827	Yard Cleaning Machine Operator (PRR)	27.99
834	Roadway Machine Repairman	28.20
751	Pile Driver Engineer (Atlantic Region)	28.34
833	Roadway Machine Repairman - Lead	28.47

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 EXTRA GANG FORCES

EASTERN REGION
 B M W E

JOB* CODE	OCCUPATION	RATE
	Foreman - 40 men or more	28.20
	Foreman - 20 men and less than 40 men	28.06
	Foreman - 20 men and less	27.89
	Foreman, Assistant	27.53
	Foreman, Apprentice	26.93
	Laborers, Norfolk Terminal, Norfolk Division and Winston District (Roadway Machines)	25.40
	Laborers, Shenandoah District and Radford Division - Roanoke Terminal (Roadway Machines)	25.45
	Laborers, Pocahontas and Scioto Divisions (Roadway Machines)	25.59
	Laborers (PRR)	25.67

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 BRIDGE AND BUILDING FORCES

EASTERN REGION
 B M W E

JOB* CODE	OCCUPATION	RATE
	Carpenter Foreman	28.54
	Carpenter Foreman (Norfolk Terminal)	28.82
	Carpenter Foreman (PRR)	29.82
	Carpenter Foreman (CF03)	28.77
	Carpenter Foreman, Assistant	28.19
	Carpenter Foreman, Assistant (Norfolk Terminal)	28.46
	Carpenter Foreman, Assistant (PRR)	28.87
	Carpenter (PRR)	27.99
	Carpenter, First Grade	27.48
	Carpenter, Second Grade	27.34
	Carpenter, Third Grade	27.23
	Carpenter Helper	26.04
	Mason Foreman	28.82
	Mason	28.03
	Mason Helper	26.21
	Paint Foreman	28.40
	Painter	27.42
	Painter Helper	26.38
	Carpenter Foreman (Rad. Div. only)	29.05

*Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 MISCELLANEOUS EMPLOYEES

EASTERN REGION

JOB* CODE	OCCUPATION	RATE
	Cooks, Camp Car	25.31
	Cooks, Camp Car (PRR)	27.32
	Drawtenders: Norfolk Terminal	25.59
	Drawtenders: Norfolk Terminal (Prorata)	25.40
	Pumpers: East of Williamson	25.44
	Pumpers: West of Williamson	25.69
	Roadway Machine Repairman, Leading	28.47
	Roadway Machine Repairman	28.20
	Roadway Machine Repairman	27.97
	Roadway Machine Repairman Helper	26.08
	Tinner	27.50
	Welder	27.42
	Welder (PRR)	28.37
	Welder Helper	26.04

*Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 SECTION FORCES - Sheet 1

EASTERN REGION
 B M W E

SEC.	LOCATION	ORG	BASE HOURS CODE	SECTION FOREMAN RATE
1	Norfolk, VA	1113		28.06
1	Norfolk, VA	1113		
2	Norfolk, VA	1123		28.06
2	Norfolk, VA	1123		
1	Suffolk, VA	2113		28.06
1	Suffolk, VA	2113		
2	Petersburgh, VA	2123		28.06
1	Crewe, VA	2213		28.06
2	Pamplin, VA	2223		28.06
1	Kinney, VA	2313		28.06
1	Cullen, VA	2513		28.06
1	Cullen, VA	2513	(V)	28.06
2	Altavista, VA	2523		28.06
2	Altavista, VA	2523		
3	Goodview, VA	2533		28.06
3	Goodview, VA	2533	(V)	27.69
1	Franklin, VA	2703		28.06
1	Rocky Mount, VA	3313		28.06
2	Winston Salem, NC	3323		28.06
1	Roanoke, VA	4113		28.23
2	Roanoke, VA	4123		28.06
1	Christiansburg, VA	5113		28.06
1	Christiansburg, VA	5113		
2	Salem, VA	5133		28.06
1	Eggleston, VA	5213		28.06
2	Oakvale, WV	5223		28.06
2	Oakvale, WV	5223		
1	Princeton, WV	11113		28.50
1	Princeton, WV	11113	(V)	27.94
2	Mullens, WV	11123		28.06
2	Mullens, WV	11123	(V)	27.94
1	Bluefield, WV	12113		28.23

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 SECTION FORCES - SHEET 2

EASTERN REGION
 BMWWE

SEC.	LOCATION	ORG	BASE HOURS CODE	ASSISTANT FOREMAN RATE
1	Norfolk, VA	1113		27.56
1	Norfolk, VA	1113		
2	Norfolk, VA	1123		27.56
2	Norfolk, VA	1123		
1	Suffolk, VA	2113		27.25
1	Suffolk, VA	2113	(V)	26.83
2	Petersburgh, VA	2123		27.56
1	Crewe, VA	2213		27.56
2	Pamplin, VA	2223		27.25
1	Kinney, VA	2313		27.56
1	Cullen, VA	2513		27.25
1	Cullen, VA	2513	(V)	26.83
2	Altavista, VA	2523		27.25
2	Altavista, VA	2523		
3	Goodview, VA	2533		27.25
3	Goodview, VA	2533	(V)	26.83
1	Franklin, VA	2703		
1	Rocky Mount, VA	3313		27.25
2	Winston Salem, NC	3323		27.56
1	Roanoke, VA	4113		27.56
2	Roanoke, VA	4123		27.56
1	Christiansburg, VA	5113		27.25
1	Christiansburg, VA	5113		
2	Salem, VA	5133		27.25
1	Eggleston, VA	5213		27.25
2	Oakvale, WV	5223		27.25
2	Oakvale, WV	5223		
1	Princeton, WV	11113		27.25
1	Princeton, WV	11113		
2	Mullens, WV	11123		27.25
2	Mullens, WV	11123	(V)	26.83
1	Bluefield, WV	12113		27.56

(V)Denotes former Virginian Railroad rate.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
SECTION FORCES - SHEET 3

EASTERN REGION
BMWWE

SEC.	LOCATION	ORG	LABORER RATE
1	Norfolk, VA	1113	25.40
1	Norfolk, VA	1113 (V)	25.31
2	Norfolk, VA	1123	25.40
2	Norfolk, VA	1123 (V)	25.31
1	Suffolk, VA	2113	25.40
1	Suffolk, VA	2113	
2	Petersburgh, VA	2123	25.40
1	Crewe, VA	2213	25.40
2	Pamplin, VA	2223	25.40
1	Kinney, VA	2313	25.40
1	Cullen, VA	2513	25.40
1	Cullen, VA	2513 (V)	25.31
2	Altavista, VA	2523	25.40
2	Altavista, VA	2523	25.31
3	Goodview, VA	2533	25.40
3	Goodview, VA	2533 (V)	25.31
1	Franklin, VA	2703	
1	Rocky Mount, VA	3313	25.40
2	Winston Salem, NC	3323	25.40
1	Roanoke, VA	4113	25.45
2	Roanoke, VA	4123	25.45
1	Christiansburg, VA	5113	25.45
1	Christiansburg, VA	5113 (V)	25.31
2	Salem, VA	5133	25.45
1	Eggleston, VA	5213	25.45
2	Oakvale, WV	5223	25.45
2	Oakvale, WV	5223 (V)	25.31
1	Princeton, WV	11113	25.59
1	Princeton, WV	11113	25.31
2	Mullens, WV	11123	25.59
2	Mullens, WV	11123 (V)	25.31
1	Bluefield, WV	12113	25.59

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
SECTION FORCES - Sheet 1

EASTERN REGION
B M W E

SEC.	LOCATION	ORG	SECTION FOREMAN RATE
1	Bluefield, WV	12113	27.79
2	Keystone, WV	12123	28.09
3	Wilco, WV	12133	28.06
4	Flat Top, WV	12143	28.06
1	laeger, WV	12313	28.06
2	Rift, WV	12323	28.06
3	Welch, WV	12333	28.06
1	Vedra, WV	12413	28.06
2	Williamson, WV	12423	28.23
3	Matewan, WV	12433	28.06
2	Dismal, VA	12523	28.06
3	Hurley, VA	12533	28.06
1	Richlands, VA	12613	28.06
2	Carbo, VA	12623	28.06
3	Norton, VA	12633	28.06
1	Andover, VA	12723	28.06
1	Nolan, WV	13113	28.06
2	Kermit, WV	13123	28.06
3	Cyrus, WV	13133	28.06
4	Wolf Creek, WV	13143	28.06
3	Glen Hayes, WV	13153	28.06
5	Kenova, WV	13163	28.06
1	Ironton, OH	13213	28.06
2	Portsmouth, OH	13223	28.23
1	Peebles, OH	13313	28.06
3	Clare, OH	13333	28.06
1	Marion, OH	13413	28.25
1	Marion, OH	13413	28.06
2	Carrothers, OH	13423	28.06

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 SECTION FORCES - Sheet 2

EASTERN REGION
 BMWE

SEC.	LOCATION	ORG	ASSISTANT FOREMAN RATE
1	Bluefield, WV	12113	
2	Keystone, WV	12123	27.25
3	Wilco, WV	12133	27.25
4	Flat Top, WV	12143	27.25
1	laeger, WV	12313	27.25
2	Rift, WV	12323	27.25
3	Welch, WV	12333	27.25
1	Vedra, WV	12413	27.25
2	Williamson, WV	12423	27.25
3	Matewan, WV	12433	27.25
2	Dismal, VA	12523	27.25
3	Hurley, VA	12533	27.25
1	Richlands, VA	12613	27.25
2	Carbo, VA	12623	27.25
3	Norton, VA	12633	27.25
1	Andover, VA	12723	
1	Nolan, WV	13113	27.25
2	Kermit, WV	13123	27.25
3	Cyrus, WV	13133	27.25
4	Wolf Creek, WV	13143	27.25
3	Glen Hayes, WV	13153	27.25
5	Kenova, WV	13163	27.25
1	Ironton, OH	13213	27.56
2	Portsmouth, OH	13223	27.56
1	Peebles, OH	13313	27.25
3	Clare, OH	13333	27.56
1	Marion, OH	13413	27.25
1	Marion, OH	13413	
2	Carrothers, OH	13423	27.25

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 SECTION FORCES - Sheet 3

EASTERN REGION
 BMWE

SEC.	LOCATION	ORG	<u>LABORER RATE</u>
1	Bluefield, WV	12113	
2	Keystone, WV	12123	25.59
3	Wilco, WV	12133	25.59
4	Flat Top, WV	12143	25.59
1	laeger, WV	12313	25.59
2	Rift, WV	12323	25.59
3	Welch, WV	12333	25.59
1	Vedra, WV	12413	25.59
2	Williamson, WV	12423	25.59
3	Matewan, WV	12433	25.59
2	Dismal, VA	12523	25.59
3	Hurley, VA	12533	25.59
1	Richlands, VA	12613	25.59
2	Carbo, VA	12623	25.59
3	Norton, VA	12633	25.59
1	Andover, VA	12723	25.59
1	Nolan, WV	13113	25.59
2	Kermit, WV	13123	25.59
3	Cyrus, WV	13133	25.59
4	Wolf Creek, WV	13143	25.59
3	Glen Hayes, WV	13153	25.59
5	Kenova, WV	13163	25.59
1	Ironton, OH	13213	25.59
2	Portsmouth, OH	13223	25.59
1	Peebles, OH	13313	25.59
3	Clare, OH	13333	25.59
1	Marion, OH	13413 (PRR)	25.59
1	Marion, OH	13413	25.67
2	Carrothers, OH	13423	25.59

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 SECTION FORCES - Sheet 1

EASTERN REGION
 B M W E

SEC.	LOCATION	ORG	B	(PRR)	SECTION FOREMAN RATE
2	Carrothers, OH	13423	B	(PRR)	28.25
3	Sandusky, OH	13433	B	(PRR)	28.82
3	Sandusky, OH	13433			
1	Chillicothe, OH	13513	B		28.06
2	Circleville, OH	13523	B		28.06
3	Joyce Avenue, OH	13533	B		28.23
		13443	B		28.06
		13443	B	(PRR)	28.25

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
SECTION FORCES - Sheet 2

EASTERN REGION
BMWWE

SEC.	LOCATION	ORG	ASSISTANT FOREMAN RATE
			<hr/>
2	Carrothers, OH	13423 (PRR)	26.78
3	Sandusky, OH	13433 (PRR)	26.78
3	Sandusky, OH	13433	
1	Chillicothe, OH	13513	27.25
2	Circleville, OH	13523	27.25
3	Joyce Avenue, OH	13533	27.56
		13443	27.25
		13443	26.78

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
SECTION FORCES - Sheet 3

EASTERN REGION
BMWE

SEC.	LOCATION	ORG	LABORER RATE
2	Carrothers, OH	13423	25.67
3	Sandusky, OH	13433	25.59
3	Sandusky, OH	13433	25.67
1	Chillicothe, OH	13513	25.59
2	Circleville, OH	13523	25.59
3	Joyce Avenue, OH	13533	25.59
		13443	25.59
		13443	25.67

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
ROADWAY MATERIAL YARD EMPLOYEES

EASTERN REGION
B M W E

JOB* CODE	ORG	OCCUPATION	RATE
	66307	Crane Leader	25.67
	66307	Crane Operator	27.36
	66307	Laborers	25.45
	66307	M. W. Mechanic Leader	27.97
	66967	Planer Type Grinder Operator	26.96
	66997	Roadway Machine Repairman	27.97
	66307	Utility Helper	26.04
	66307	Utility Mechanic	27.36
	66307	M. W. Mechanic	27.84
	66997	Roadway Machine Repairman Leader	28.47
	66997	Roadway Machine Repairman	27.97
	66307	Utility Helper	26.04
	66307	Utility Mechanic	27.36

* Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

NORFOLK AND WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

NORTHERN REGION RATES

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)

BRIDGE & BUILDING SUB-DEPARTMENT

OCCUPATION	RATE
Bridge Inspector	28.54
B&B Foreman	28.54
Asst. B&B Foreman	28.19
B&B Mechanic	27.48
B&B Helper	26.04
B&B Plumber Foreman	28.54
Asst. B&B Plumber Foreman	28.19
B&B Plumber	27.48
B&B Plumber Helper	26.04
Structural Welder	27.42
Structural Welder Helper	26.04

TRACK SUB-DEPARTMENT

OCCUPATION	RATE
Track Foreman - Section	28.06
Track Foreman-Extra Gang (40 men or more)	28.20
Track Foreman-Extra Gang (21 men & less than 40)	28.06
Track Foreman-Extra Gang (20 men and less)	27.89
Asst. Track Foreman - Section	27.56
Asst. Track Foreman - Extra Gang	27.53
Trackman - Section	25.59
Trackman - Extra Gang	25.59
Lubricator Maintainer	25.59
Welder	27.42
Welder Helper	26.04
Roadway Machine Repairman	27.97
Roadway machine Repairman Helper	26.08
Bridge Operator	25.59
Camp Cook	25.31
Vehicle Operator	25.96

R:/ RATE SHEETS / BMW-CR-RATES

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NORFOLK AND WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

NORTHERN REGION RATES

BMWE - Sheet 2

RATES EFFECTIVE - JANUARY 1, 2015

(3% GWI)

RATE

Machine Operators - Class 3 26.52

Boltmaster Joint Straightner, Track Liner, Handyman, Automatic Anchor Applier, Tie Spacer, Snow Flanger, Wood Burner or Rail heater, Brush Cutter, Tie Bed Scarifier/inserter, Tie Butt Pusher, Fairmont Tie Extruder-Larger, Wide Gauge Rail Threader-Dual Rail Gang, Standard Gauge Rail Threader-Dual Rail Gang, Cribber-Dual Rail Gang Gauge Spiker-Dual Rail Gang, Rail Gang air Compressor, Tie Destroyer, Snow Plow, Anchor Spreader, Anchor Adjuster, Plate Remover-Single, Plate Remover-Dual, Scrap Loader, Automatic Rail Lifter, Norberg Grabber Spike Puller

Machine Operators - Class 2 27.23

Bulldozer, Front End Loader, Backhoe, Crossing Machine-Speedwing, Tampers (without auto raising & lining), Ballast Regulator, Road Grader, Tie Inserter or Injector, Yard Cleaner, Auto Track-Lorarn (Manniz), Switch Undercutter, Plasser Cribber, Tie Handler, Tie Saw, Tie Shear, Brush Cutter (on track), Audigage, Jet Snow Blower, Double Broom, Ballast Compactor, Klipper Brushcutter, Tractor Brushcutter, Tie Exchanger, FEL, w/snow Blower, Adzers, Automatic Spikers, 4-Head Tie Drill, Norberg Automatic Lag Driver

Machine Operators - Class 1 27.36

Locomotive Crane, Burro Crane, Crawler Crane, Truck Crane, Gradall-Hydraexcavator, Pile Driver, Production Tamper (with auto raising & lining), Jordan Spreader, Undercutter/Cleaner, Jimbo Material Handler, Track Stabilizer, Soil Test Machine, Car Mover, Multi-Cranes, Beihack Snow Blower, CAT Tamper

NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

(FORMER WABASH)

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 MACHINE OPERATORS - Sheet 1

WESTERN REGION
 B M W E

JOB CODE	OCCUPATION	RATE
784	Ballast Discer Helper	24.65
833	Track Cleaner Helper	24.65
839	Weed Burner Helper	24.65
842	Weed Spray Helper	24.65
806	Mowing Machine Operator Helper	24.67
816	Grinder Operator Helper	24.88
787	Ballast Regulator Helper	25.12
789	Brush Cutter Helper	25.12
831	Tie Tamper Helper	25.12
814	Surface Grinder Operator (in gangs where three or more welders are engaged as a unit under a working Foreman)	26.18
834	Tie Destroyer Operator	27.30
978	Air Compressor (Self Propelled)	26.41
783	Ballast Discer Operator	26.41
804	Mowing Machine Operator	26.41
808	Rail Heater Operator	26.41
813	Spike Puller Operator	26.41
822	Tie Broom Operator (Self Propelled)	26.41
977	Tie Plate Broom	26.41
975	Tie Plate Machine	26.41
826	Tie Plater Operator (Self Propelled)	26.41
780	Bolt Tightener (WAB)	26.41
779	Anchor Applicator Operator	26.68
973	Anchor Tightener	26.68
819	Tie Bed Scarifier	26.68
828	Tie Tamper Operator	26.68
838	Weed Burner Operator	26.68
841	Weed Spray Operator	26.68
812	Roadway Equipment Repairman	26.82
792	Burro Crane Operator (15 Model)	26.87
781	Automatic Tie Spiker Operator	27.22
782	Back Hoe Operator	27.22
785	Air Compressor Operator	27.22
786	Ballast Regulator Operator	27.22
788	Brush Cutter Operator	27.22
791	Bulldozer Operator	27.22

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

(FORMER WABASH)

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
MACHINE OPERATORS - Sheet 2

WESTERN REGION
B M W E

JOB CODE	OCCUPATION	RATE
793	Burro Crane Operator (30 and 40 Model)	27.22
800	Car Mover	27.22
794	Cribex Operator	27.22
974	Double Broom (Ballast Regulator)	27.22
796	Drag Line Operator	27.22
797	Front End Loader Operator	27.22
795	Gradall	27.22
798	Jordan Spreader Operator	27.22
799	Locomotive Crane Operator (30 Ton and Under)	27.22
802	Mobile Crane Operator (HY-Rail)	27.22
803	Motor Patrol Operator	27.22
979	Nordberg Dual Spiker	27.22
988	Lucky Loader	27.22
807	Rail Flaw Detector Operator	27.22
809	Rail Plant Drill Operator	27.22
811	Rail Plant Saw Operator	27.22
810	Speed Swing	27.22
815	Spiker	27.22
966	Tamper - Electromatic	27.22
980	Tie Axe Operator	27.22
821	Tie Bed Scarifier Inserter Operator	27.22
823	Tie Crane Operator	27.22
818	Tie Down Operator	27.22
824	Tie Exterminator Operator	27.22
976	Tie Remover and Inserter	27.22
827	Tie Saw Operator	27.22
829	Tie Tamper Operator (Self-Raising and Switch Tamper)	27.22
832	Track Cleaner Operator	27.22
836	Track Gager Operator	27.22
837	Track Liner Operator	27.22
801	Locomotive Crane Operator (Over 30 Ton)	27.86
817	Pile Driver Operator	27.86

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

(FORMER WABASH)

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
MISCELLANEOUS EMPLOYEES

WESTERN REGION
B M W E

JOB* CODE	ORG	OCCUPATION	RATE
		Bridge Tender Foreman	24.50
		Bridge Tender	24.46
		Cooks, Camp Car	25.13
		Cooks, Assistant, Camp Car	24.75
		Highway Crossing Watchman	24.38
		Highway Crossing Watchman	24.45
	47363	Lampman - Section #129 - North Kansas City	24.65
		Welder (Gas and Electric)	26.94
		Welders (IT) 45987	28.13
		Welder Helper (Gas and Electric)	25.12
		Working Welder Foreman (In Rail and Welding Gangs where three or more Welders are engaged as a unit)	27.74

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

(FORMER WABASH)

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
SECTION FORCES

WESTERN REGION
B M W E
SECTION
FOREMAN
RATE

JOB* CODE	LOCATION	SEC.	ORG	RATE
	Detroit, MI	1	41113	26.87
	Delray, MI	2	41123	26.87
	Oakwood, MI	3	41133	26.87
	Adrain, MI	8	42133 (A)	27.59
	Ft. Wayne, IN	13	42233 (A)	27.59
	No. Liberty, IN	34	42433 (A)	27.59
	Lafayette, IN	20	44133 (A)	27.59
	Decatur, IL	67	44253	26.87
	Springfield, IL	71	44293	26.87
	Jacksonville, IL	73	44493 (A)	27.59
	Bloomington, IL	9	44783	27.23
	Gibson City, IL(IT)	55	44533 (A)	27.16
	Decatur, IL	27	44583 (A)	27.59
	Litchfield, IL	85	44643	27.59
	Allentown, IL (IT)	3	44693	26.87
	Danville, IL	24	44713	26.87
	Delmar Avenue, MO	102	45143	26.80
	Luther, MO	105	45173	26.87
	Edwdsvil, IL (IT)	25	45323	27.59
	Alton, IL (IT)	6	45343	26.87
	Grnte City, IL (IT)	10	45363	26.87
	Mexico, MO	113	46143 (A)	27.59
	Moberly, MO	121	46263	26.87
	Kirksville, MO	132	46533 (A)	27.59
	Kansas City, MO	129	47363	26.87

* Refer to Job Code File.

(A) Denotes Foreman - Track Inspector. All others are titled Section Foreman.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

(FORMER WABASH)

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
SECTION FORCES

WESTERN REGION
B M W E
ASST
FOREMAN
RATE

JOB* CODE	LOCATION	SEC.	ORG	
	Detroit, MI	1	41113	25.68
	Delray, MI	2	41123	25.55
	Oakwood, MI	3	41133	25.55
	Adrain, MI	8	42133	25.55
	Ft. Wayne, IN	13	42233	25.55
	No. Liberty, IN	34	42433	25.55
	Lafayette, IN	20	44133	25.55
	Decatur, IL	67	44253	25.55
	Springfield, IL	71	44293	25.55
	Jacksonville, IL	73	44493	25.55
	Bloomington, IL	9	44783	25.96
	Gibson City, IL(IT)	55	44533	
	Decatur, IL	27	44583	
	Litchfield, IL	85	44643	25.55
	Allentown, IL (IT)	3	44693	
	Danville, IL	24	44713	25.55
	Delmar Avenue, MO	102	45143	25.55
	Luther, MO	105	45173	25.55
	Edwdsvil, IL (IT)	25	45323	
	Alton, IL (IT)	6	45343	25.55
	Grnte City, IL (IT)	10	45363	25.55
	Mexico, MO	113	46143	25.55
	Moberly, MO	121	46263	25.55
	Kirksville, MO	132	46533	25.55
	Kansas City, MO	129	47363	25.68

* Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

(FORMER WABASH)

RATES EFFECTIVE - JANUARY 1, 2015
(3% GWI)
SECTION FORCES

WESTERN REGION
B M W E

JOB* CODE	LOCATION	SEC.	ORG	BASE HOURS CODE	<u>LABORER RATE</u>
	Detroit, MI	1	41113		24.91
	Delray, MI	2	41123		24.91
	Oakwood, MI	3	41133		24.91
	Adrain, MI	8	42133		24.65
	Ft. Wayne, IN	13	42233		25.14
	No. Liberty, IN	34	42433		24.49
	Lafayette, IN	20	44133		24.49
	Decatur, IL	67	44253		24.65
	Springfield, IL	71	44293		24.65
	Jacksonville, IL	73	44493		24.49
	Bloomington, IL	9	44783		24.71
	Gibson City, IL(IT)	55	44533		24.49
	Decatur, IL	27	44583		24.49
	Litchfield, IL	85	44643		24.49
	Allentown, IL (IT)	3	44693		24.65
	Danville, IL	24	44713		24.65
	Delmar Avenue, MO	102	45143		24.65
	Luther, MO	105	45173		24.65
	Edwdsvil, IL (IT)	25	45323		24.65
	Alton, IL (IT)	6	45343		24.65
	Grnte City, IL (IT)	10	45363		24.65
	Mexico, MO	113	46143		24.47
	Moberly, MO	121	46263		24.47
	Kirksville, MO	132	46533		24.47
	Kansas City, MO	129	47363		24.47

* Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

(FORMER WABASH)

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)
 EXTRA GANG FORCES

WESTERN REGION
 B M W E

JOB* CODE	OCCUPATION	RATE
	Foreman, System Rail Gang	27.46
	Foreman, Division Extra Gang	27.46
	Foreman, Extra Gang	27.23
	Foreman, Fence Gang	26.41
	Foreman, Assistant Gang	25.68
	Foreman, Apprentice	25.95
	Laborers, Extra Gang	
	Foreman, Assistant Gang	25.68
	Foreman, Apprentice	25.95
	Laborers, Extra Gang	
	Paid Regular Section Laborers rate where working	

* Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.

NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

(FORMER WABASH)

RATES EFFECTIVE - JANUARY 1, 2015
 (3% GWI)

WESTERN REGION

BRIDGE AND BUILDING FORCES

B M W E

JOB* CODE	ORG	OCCUPATION	RATE
		Carpenter Foreman	28.26
	41517	Carpenter Foreman	28.21
	43517	Carpenter (Lead)	26.43
		Carpenter	26.18
		Carpenter Helper	24.91
		Painter Foreman	27.93
	42817	Painter (Lead) (In gangs having seven Painters and Helpers)	26.42
		Painter	26.18
		Painter Helper	24.91

* Refer to Job Code File.

NOTE: Rates shown reflect the 100% rates; however, when entry rates apply, the appropriate lesser rate will be paid.