

**Change in Hourly Rate of Pay for BMWED  
Keolis and BMWED**

Effective Date	Wage Increase	Monthly Hi Cont	B & B Foreman Gross Wage	Track Foreman Gross Wage	B & B Mechanic Gross Wage	Machine Operator A Gross Wage	Trackman Gross Wage	Truck Driver A Gross Wage	Welder Gross Wage
July 1, 2013		\$100.00	\$ 28.46	\$ 27.86	\$ 25.47	\$ 26.60	\$ 23.14	\$ 25.47	\$ 26.03
July 1, 2014	3.00%	\$100.00	\$ 29.31	\$ 28.70	\$ 26.23	\$ 27.40	\$ 23.83	\$ 26.23	\$ 26.81
July 1, 2015	2.50%	\$100.00	\$ 30.04	\$ 29.42	\$ 26.89	\$ 28.08	\$ 24.43	\$ 26.89	\$ 27.48