

**Change in Hourly Rate of Pay
Arbitration Award --- March 26, 2014
BMWED Classifications**

Effective Date	Wage Increase	Trackman Rate	Avg. Machine Operator	Avg. B&B Mechanic	ET Lineman	Average Foreman	Average BMWED Rate
Jan.1, 2010	Amendable 1.50%	\$21.42	\$23.99	\$23.69	\$24.74	\$27.50	\$24.42
July 1, 2010		\$21.74	\$24.35	\$24.05	\$25.11	\$27.91	\$24.79
Jan.1, 2011	1.50%	\$22.07	\$24.72	\$24.41	\$25.49	\$28.33	\$25.16
July 1, 2011	1.50%	\$22.40	\$25.09	\$24.78	\$25.87	\$28.75	\$25.54
Jan.1, 2012	1.00%	\$22.62	\$25.34	\$25.03	\$26.13	\$29.04	\$25.80
July 1, 2012	1.50%	\$22.96	\$25.72	\$25.41	\$26.52	\$29.48	\$26.19
Jan.1, 2013	1.50%	\$23.30	\$26.11	\$25.79	\$26.92	\$29.92	\$26.58
July 1, 2013	1.50%	\$23.65	\$26.50	\$26.18	\$27.32	\$30.37	\$26.98
Jan. 1, 2014	1.00%	\$23.89	\$26.77	\$26.44	\$27.59	\$30.67	\$27.25
July 1, 2014	1.50%	\$24.25	\$27.17	\$26.84	\$28.00	\$31.13	\$27.66
Jan. 1, 2015	3.02% Amendable	\$24.98	\$27.99	\$27.65	\$28.85	\$32.07	\$28.50
Jan. 2, 2015							
Increase Over 5 -Yr.Term: Increase Per Year over 5-Yr. Term:		16.6% 3.1%	16.7% 3.1%	16.7% 3.1%	16.6% 3.1%	16.6% 3.1%	16.7% 3.1%
Net Back Pay To April 1, 2014 - No OT:		\$9,957	\$11,262	\$11,163	\$11,589	\$12,920	\$11,496
Value Over 5-Yr.Term Net of HI - No OT:		\$13,899	\$15,729	\$15,583	\$16,176	\$18,058	\$16,051
Net Back Pay To April 1, 2014 - with 20% OT:		\$12,044	\$13,610	\$13,491	\$14,003	\$15,600	\$13,890
Value Over 5-Yr.Term Net of HI - with 20% OT:		\$16,831	\$19,027	\$18,852	\$19,563	\$21,822	\$19,414