

UTU Rate Progression Percentages - Trainman

New Hire- Entry Rate Definition

Newly hired Train Service employees hired by CSXT on or after January 1, 1986, are subject to entry rates which compensate the employee at 75% of the standard basic rates of pay and subsequently increase by 5% each year of "active service" completed until reaching 100%. *See Article IV of the UTU 1985 National Agreement.*

Once promoted to Conductor, employees will receive a 5% increase in pay. However, the entry rate steps are not reduced by the promotion. *See Article VIII of the UTU 1996 National Agreement.*

For Trainmen hired after September 16, 2011, the entry rate steps are reduced by one year. *See Article IV of the UTU 2011 National Agreement.*

The entry rate steps are discussed below.

Entry Rate Increase Process-Pre 09/16/11

1. New T&E employees are hired at 75% pay rate and their step rate of pay increases every year thereafter on their hire date until reaching 100%
2. It takes 5 years from the hire date to reach 100%
3. When a conductor trainee is promoted, the step rate immediately increases to 80%
4. The promotion date is approximately 12-15 weeks after the hire date (but not more than 26 weeks), which is **before** the scheduled date to go to 80%.
5. The step up to 85% is two years following the original hire date, not one year from the promotion date.
6. All remaining step rate increases (except promotional increases) are on the anniversary of the employee's hire date with the last step being a 5% increase or 95% to 100%.

SEE EXAMPLE "A"

Entry Rate Increase Process-Post 09/16/11

1. New T&E employees are hired at 75% pay rate and their step rate of pay increases every year thereafter on their hire date until reaching 100%.
2. It takes 4 years from the hire date to reach 100%.
3. When a conductor trainee is promoted, the step rate immediately increases to 80%.
4. The promotion date is approximately 12-15 weeks after the hire date (but not more than 26 weeks), which is **before** the scheduled date to go to 80%.
5. The step up to 85% is two years following the original hire date, not one year from the promotion date.
6. All remaining step rate increases (except promotional increases) are on the anniversary of the employee's hire date with the last step being a 10% increase or 90% to 100%.

SEE EXAMPLE "B"

EXAMPLE "A":

Trainmen Trainee John Doe hires out 01/31/11 and is promoted 14 weeks later on 06/07/12. Once promoted, Conductor John Doe's rate is increased to 80%.

HIRE DATE: 01/31/11

YEAR	DATE	RATE
0	01/31/11	75%
0	06/07/11	80% - Promotion
1	01/31/12	80%
2	01/31/13	85%
3	01/31/14	90%
4	01/31/15	95%
5	01/31/16	100%

EXAMPLE "B":

Trainmen Trainee John Doe hires out 02/04/12 and is promoted 14 weeks later on 05/12/12. Once promoted, Conductor John Doe's rate is increased to 80%.

HIRE DATE: 02/04/12

YEAR	DATE	RATE
0	02/04/12	75%
0	05/12/12	80% - Promotion
1	02/04/13	80%
2	02/04/14	85%
3	02/04/15	90%
4	02/04/16	100%