

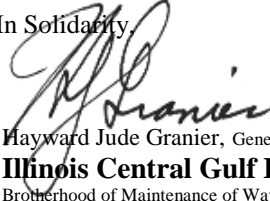
CN Pay Rates 2016-2019

For CN employees the current rates of pay are in “red” and the estimated retroactive pay would be calculated by the number of straight-time and over-time hours worked as reported on the individual employee’s check stub for the 2016 and 2017 periods, minus the (\$292.96) health insurance deduction.

		07/01/2016		2.00%				Total Salary
	per/hr	Increase	per/hr	Increase	per/year	per/2080hrs		
Pay Group A	30.12	0.60	30.72		1252.99	63902.59		
Pay Group B	29.65	0.59	30.24		1233.44	62905.44		
Pay Group C	29.15	0.58	29.73		1212.64	61844.64		
Pay Group D	28.40	0.57	28.97		1181.44	60253.44		
Pay Group E	27.25	0.55	27.80		1133.60	57813.60		
Pay Group F	26.34	0.53	26.87		1095.74	55882.94		
		07/01/2017		2.00%				Total Salary
	per/hr	Increase	per/hr	Increase	per/year	per/2080hrs		
Pay Group A	30.72	0.61	31.34		1278.05	65180.64		
Pay Group B	30.24	0.60	30.85		1258.11	64163.55		
Pay Group C	29.73	0.59	30.33		1236.89	63081.53		
Pay Group D	28.97	0.58	29.55		1205.07	61458.51		
Pay Group E	27.80	0.56	28.35		1156.27	58969.87		
Pay Group F	26.87	0.54	27.40		1117.66	57000.60		
		07/01/2018		2.50%				Total Salary
	per/hr	Increase	per/hr	Increase	per/year	per/2080hrs		
Pay Group A	31.34	0.78	32.12		1629.52	66810.16		
Pay Group B	30.85	0.77	31.62		1604.09	65767.64		
Pay Group C	30.33	0.76	31.09		1577.04	64658.57		
Pay Group D	29.55	0.74	30.29		1536.46	62994.97		
Pay Group E	28.35	0.71	29.06		1474.25	60444.12		
Pay Group F	27.40	0.69	28.09		1425.02	58425.62		
		07/01/2019		3.00%				Total Salary
	per/hr	Increase	per/hr	Increase	per/year	per/2080hrs		
Pay Group A	32.12	0.96	33.08		2004.30	68814.46		
Pay Group B	31.62	0.95	32.57		1973.03	67740.67		
Pay Group C	31.09	0.93	32.02		1939.76	66598.33		
Pay Group D	30.29	0.91	31.19		1889.85	64884.82		
Pay Group E	29.06	0.87	29.93		1813.32	62257.44		
Pay Group F	28.09	0.84	28.93		1752.77	60178.39		

We hope the chart above will provide you with enough information to calculate an “estimate” of your individual retroactive payment.

In Solidarity,

A handwritten signature in black ink, appearing to read "Hayward Jude Granier". The signature is fluid and cursive, with a large initial "HJ".

Hayward Jude Granier, General Chairman/Principal Officer

Illinois Central Gulf Federation

Brotherhood of Maintenance of Way Employes Division
of the International Brotherhood of Teamsters