

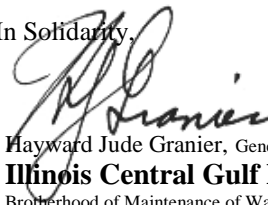
## KCS Gateway Western Pay Rates 2016-2019

For **GWWR** 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 Class V	28.41	0.57	28.98		1181.98	60281.02		
Pay Class IV	27.73	0.55	28.28		1153.57	58831.97		
Pay Class III	25.13	0.50	25.63		1045.41	53315.81		
		07/01/2017	2.00%		Increase	Total Salary		
	per/hr	Increase	per/hr	per/year	per/2080hrs			
Pay Class V	28.98	0.58	29.56	1205.62	61486.64			
Pay Class IV	28.28	0.57	28.85	1176.64	60008.61			
Pay Class III	25.63	0.51	26.15	1066.32	54382.12			
		07/01/2018	2.50%		Increase	Total Salary		
	per/hr	Increase	per/hr	per/year	per/2080hrs			
Pay Class V	29.56	0.74	30.30	1537.17	63023.81			
Pay Class IV	28.85	0.72	29.57	1500.22	61508.82			
Pay Class III	26.15	0.65	26.80	1359.55	55741.68			
		07/01/2019	3.00%		Increase	Total Salary		
	per/hr	Increase	per/hr	per/year	per/2080hrs			
Pay Class V	30.30	0.91	31.21	1890.71	64914.52			
Pay Class IV	29.57	0.89	30.46	1845.26	63354.09			
Pay Class III	26.80	0.80	27.60	1672.25	57413.93			

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

In Solidarity,



Hayward Jude Granier, General Chairman/Principal Officer

**Illinois Central Gulf Federation**

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