

Work Category	Percentage of Rate	2024 Rate
Track Inspector	100%	\$ 36.23
Track Foreman	100%	\$ 35.42 EG-20
Structures Foreman	100%	\$ 35.42
Welder	100%	\$ 34.10 CSWC
Work Equipment Repairman	100%	\$ 34.10 to Welder
Machine Operator A \$34.81 = to AF X System MO&CO Crane Operator.	100%	\$ 34.81
Material Truck Driver	100%	\$ 34.46

Work Category	Percentage of Rate	2024 Rate
Assistant Foreman	100%	\$ 34.81 EG+20
	95%	\$ 33.07
	90%	\$ 31.33
Machine Operator B	100%	\$ 32.21 E&MO Group 1 A
Welder Helper	100%	\$ 31.52 CSWC
	95%	\$ 29.95
	90%	\$ 28.37
Carpenter B&B Div Crew Carpenter \$35.58 90% = \$32.02	100%	\$ 32.02
	95%	\$ 30.60
	90%	\$ 28.99
Bridge Tender	100%	\$ 30.60 B&B Div. Crew Helper
	95%	\$ 29.07
	90%	\$ 27.54
Laborer	100%	\$ 30.55 X-System MO&CO Laborer
	95%	\$ 29.02
	90%	\$ 27.49

*Rates of pay are based on August 1, 2024, adjusted rates from Soo CBA.

Track Inspector – Section Crew – Division Track Inspector. 90% of \$40.26.

DIVISION TRACK INSPECTOR - SOO	100%	1	\$	37.04	\$	38.52	\$	40.26
--------------------------------	------	---	----	-------	----	-------	----	-------

Track Foreman – EG-20 – Cross System Extra Gang < 20 positions but higher than Section Gang Foreman. 90% of \$39.36.

EXTRA GANG FOREMAN - SOO (<20E) (CRS SYS)	100%	1	\$	36.21	\$	37.66	\$	39.36
---	------	---	----	-------	----	-------	----	-------

Structures Foreman – EG-20 – Cross System Extra Gang < 20 positions but higher than Section Gang Foreman based on the rates of Track and Structures being the same under DM&E. 90% of \$39.36.

EXTRA GANG FOREMAN - SOO (<20E) (CRS SYS)	100%	1	\$	36.21	\$	37.66	\$	39.36
---	------	---	----	-------	----	-------	----	-------

Welder – CSWC – Cross System Welding Crew. 90% of \$37.89.

WELDER - SOO (CRS SYS)	90%	1	\$	31.38	\$	32.64	\$	34.11
	95%	2	\$	33.12	\$	34.45	\$	36.00
	100%	3	\$	34.86	\$	36.26	\$	37.89

Work Equipment Repairman - the position did not exist under the Soo Line BMWED contract but were kept in line with Welder where they were on DM&E. We have compared the BRC and CN/IC where we represent them under BMWED, and rate is comparable. 90% of \$37.89.

WELDER - SOO (CRS SYS)	90%	1	\$	31.38	\$	32.64	\$	34.11
	95%	2	\$	33.12	\$	34.45	\$	36.00
	100%	3	\$	34.86	\$	36.26	\$	37.89

Machine Operator A = to AF Cross System MO&CO Crane Operator. Rate has been adjusted and is now \$34.81. 90% of \$38.68.

SPECIALIZED MACHINE OPERATOR - SOO (CRS SYS)	100%	1	\$	35.59	\$	37.01	\$	38.68
--	------	---	----	-------	----	-------	----	-------

Material Truck Driver – highest machine operator rate under Soo CBA outside of Cross System (Crane) \$34.46 is 90% of \$38.29.

CRANE OPERATOR - SOO - GROUP 1, RANKS A&B	100%	1	\$	35.23	\$	36.64	\$	38.29
---	------	---	----	-------	----	-------	----	-------

Assistant Foreman – EG+20 – Cross System Extra Gang +20 positions. 90% of \$38.68.

ASSISTANT EXTRA GANG FOREMAN - SOO (20E+) (CRS SYS)	100%	1	\$	35.59	\$	37.01	\$	38.68
---	------	---	----	-------	----	-------	----	-------

Machine Operator B – E&MO – Equipment and Machine Operators Group 1A – Highest Rate among the group. 90% of \$35.79.

DOZER OPERATOR - SOO - ESEM GROUP 1, RANK A	90%	1	\$	29.63	\$	30.82	\$	32.21
	95%	2	\$	31.28	\$	32.53	\$	34.00
	100%	3	\$	32.93	\$	34.24	\$	35.79

Welder Helper – CSWC – Cross System Welding Crew. 90% of \$35.02.

WELDER/LABORER - SOO (CRS SYS)	90%	1	\$	29.01	\$	30.17	\$	31.52
	95%	2	\$	30.62	\$	31.84	\$	33.27
	100%	3	\$	32.23	\$	33.52	\$	35.02

Carpenter - **Rate was incorrect and was corrected to \$32.02 B&B Division Carpenter. 90% of \$35.58.

B&B Carpenter - SOO Group 1, Rank C	90	3	\$	29.47	\$	30.65	\$	32.03
	95	2	\$	31.10	\$	32.35	\$	33.80
	100	1	\$	32.74	\$	34.05	\$	35.58

Bridge Tender - B&B Crew Helper. 90% of \$34.01.

B&B Helper	90	3	\$	28.16	\$	29.29	\$	30.61
	95	2	\$	29.73	\$	30.91	\$	32.31
	100	1	\$	31.29	\$	32.54	\$	34.01

Laborer – Cross System MO&CO – Highest Labor Rate on Soo. Section and Extra Gang were \$33. 60 compared to \$33.94. 90% of \$33.94.

MACHINE LABORER-SOO (CRS SYS)	90%	1	\$	28.11	\$	29.23	\$	30.55
	95%	2	\$	29.67	\$	30.85	\$	32.24
	100%	3	\$	31.23	\$	32.48	\$	33.94

<u>Work Category</u>	Effective 1/1/2014	3% Effective 1/1/2015	2% Effective 1/1/2016	2% Effective 1/1/2017	2% Effective 1/1/2018	3% Effective 1/1/2019	2% Effective 1/1/2020	Effective 10/5/2020	2% Effective 1/1/2021	2% Effective 1/1/2022	2% Effective 1/1/2023
Track Inspector	\$25.07	\$25.82	\$26.34	\$26.87	\$27.41	\$28.23	\$28.79	\$28.79	\$29.37	\$29.95	\$30.55
Track Foreman	\$24.86	\$25.61	\$26.12	\$26.64	\$27.18	\$27.99	\$28.55	\$28.55	\$29.12	\$29.70	\$30.30
Structures Foreman	\$24.86	\$25.61	\$26.12	\$26.64	\$27.18	\$27.99	\$28.55	\$28.55	\$29.12	\$29.70	\$30.30
Welder	\$24.35	\$25.08	\$25.58	\$26.10	\$26.62	\$27.42	\$27.96	\$27.96	\$28.52	\$29.09	\$29.68
Work Equipment Repairman	\$24.35	\$25.08	\$25.58	\$26.10	\$26.62	\$27.42	\$27.96	\$27.96	\$28.52	\$29.09	\$29.68
Machine Operator A	\$23.94	\$24.66	\$25.15	\$25.66	\$26.17	\$26.96	\$27.49	\$27.49	\$28.04	\$28.60	\$29.18
Material Truck Driver	\$23.94	\$24.66	\$25.15	\$25.66	\$26.17	\$26.96	\$27.49	\$27.49	\$28.04	\$28.60	\$29.18
Assistant Foreman	\$23.94	\$24.66	\$25.15	\$25.66	\$26.17	\$26.96	\$27.49	\$27.49	\$28.04	\$28.60	\$29.18
95%	\$22.03	\$22.69	\$23.14	\$23.60	\$24.08	\$24.80	\$25.29	\$26.12	\$26.64	\$27.17	\$27.72
90%	\$20.35	\$20.96	\$21.38	\$21.81	\$22.24	\$22.91	\$23.37	\$24.74	\$25.24	\$25.74	\$26.26
Machine Operator B	\$23.53	\$24.24	\$24.72	\$25.22	\$25.72	\$26.49	\$27.02	\$27.02	\$27.56	\$28.11	\$28.68
Welder Helper	\$23.06	\$23.75	\$24.23	\$24.71	\$25.21	\$25.96	\$26.48	\$26.48	\$27.01	\$27.55	\$28.10
95%	\$21.22	\$21.85	\$22.29	\$22.74	\$23.19	\$23.89	\$24.37	\$25.16	\$25.66	\$26.18	\$26.70
90%	\$19.60	\$20.19	\$20.60	\$21.01	\$21.43	\$22.07	\$22.51	\$23.84	\$24.31	\$24.80	\$25.29
Carpenter	\$21.98	\$22.64	\$23.09	\$23.56	\$24.03	\$24.75	\$25.24	\$25.24	\$25.75	\$26.26	\$26.79
95%	\$20.22	\$20.83	\$21.25	\$21.67	\$22.11	\$22.77	\$23.22	\$23.98	\$24.46	\$24.95	\$25.45
90%	\$18.68	\$19.25	\$19.63	\$20.02	\$20.42	\$21.04	\$21.46	\$22.72	\$23.17	\$23.64	\$24.11
Bridge Tender	\$21.56	\$22.21	\$22.65	\$23.11	\$23.57	\$24.28	\$24.76	\$24.76	\$25.26	\$25.76	\$26.28
95%	\$19.84	\$20.43	\$20.84	\$21.26	\$21.68	\$22.33	\$22.78	\$23.52	\$23.99	\$24.47	\$24.96
90%	\$18.33	\$18.88	\$19.26	\$19.64	\$20.03	\$20.63	\$21.05	\$22.29	\$22.73	\$23.19	\$23.65
Laborer	\$20.81	\$21.44	\$21.87	\$22.30	\$22.75	\$23.43	\$23.90	\$23.90	\$24.38	\$24.87	\$25.36
95%	\$19.15	\$19.72	\$20.12	\$20.52	\$20.93	\$21.56	\$21.99	\$22.70	\$23.16	\$23.62	\$24.09
90%	\$17.69	\$18.22	\$18.59	\$18.96	\$19.34	\$19.92	\$20.32	\$21.51	\$21.94	\$22.38	\$22.83