

**For the Pre-“85” Employee  
And  
For the Post-“85” Employee**

The following charts on Trip Rates, are what we are going to get paid on the districts named.

There will be comparison charts for the membership to compare what they make now with what they will make under the Trip Rates before the Raise kicks in. The comparisons are based on a one to one basis, (what you make now and what you would make under the same exact conditions if you were working under the Trip Rate now). There are charts for the Pre-“85” employee and the Post-“85” employee. There are comparison pages are for both sets of employees study if they so desire.

There is also a cover page for each District covered under the Trip Rates, showing how to figure the 2.5% raise that we will get as of July 1, 2003 on top of the Trip Rate.

There are some items that are frozen, (raises and COLA’s do not apply to these items,) and there will be a “F-” behind the listed code designating it as a frozen item. These items are to be added up and subtracted from the Trip Rate.

The remaining figure is to be multiplied by the 2.5% raise due July 1, 2003, giving the amount of raise we are due.

Then we are to add the adjusted Trip Rate, plus the amount of the raise and add in the frozen amount that we deducted from the Trip Rate to get the new Trip Rate that will now be in effect after July 1, 2003.

Douglas R. Gordon

## NEEDLES TO BARSTOW

Needles to Barstow	Primary Trip Rate before the raise	<b>\$228.08</b>
	Minus the frozen items	
	FT	.04
	IT	.19
	09	1.17
	IT	.19
	14	.65
	17	4.25
	41	<u>1.04</u>
	TOTAL OF	<b>\$ 7.53</b>

\$228.08  
- 7.53 (frozen)  
220.55

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Plus the 2.5% raise **\$ 5.51**

\$220.55  
x 2.5%  
110275  
44110  
\$5.51375 = \$5.51

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\$228.08  
- 7.53 (frozen)  
220.55  
+ 5.51 (raise)  
226.06  
+ 7.53 (frozen)  
\$233.59

**The new Trip Rate with the 2.5% raise added in is \$233.59**

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# “TRIP RATES FOR NEEDLES DISTRICT”

(REGULAR TURN ON BOARD 31 GOING FROM NEEDLES TO BARSTOW AND AFTER LAY  
OVER RETURNING FROM BARSTOW TO NEEDLES.)

15:20 Monday, May 5, 2003

## NON-COMBINED WITH SERVICE THRU-FREIGHT CONDUCTOR WAGES BY BOARD JANUARY 1, 2001 - DECEMBER 31, 2001 DATA

EXPENSES SHOWN DO NOT INCLUDE PAYROLL ADDITIVES OR  
PAYMENTS FOR ITEMS NOT ASSOCIATED WITH ACTUAL WORK PERFORMED,  
EQ. VACATION PAY, JURY DUTY, ETC.  
WAGES HAVE BEEN ADJUSTED TO REFLECT 2ND HALF 2002 DOLLARS

**PAY            PAY**  
**CODE        CATEGORY**

### NEEDLES BOARD 31                      TRIP RATE ELEMENTS

PAY CODE	BEF85 TOTAL PAY	BEF85 STARTS	BEF85 COST PER START	BEF85 TICKETS PAID	BEF85 COST PER TICKET
CS CAR SCALE ADDITIVE	\$113,166.93	6,317	\$17.91	5,765	\$19.63
FT F- FINAL TERNAINAL SWITCHING	\$225.14	6,317	\$0.04	14	\$16.08
IT F- INITIAL TERMINAL SWITCHING	\$1,196.04	6,317	\$0.19	51	\$23.45
REGULAR PAY	\$1,182,346.22	6,317	\$187.17	5,797	\$203.96
YA YARD RUNAROUND (NON-FROZEN)	\$8,965.56	6,317	\$1.42	84	\$106.73
09 F-MEAL DIRT PAY,RUNTHRU SVC ONLY	\$7,384.29	6,317	\$1.17	4,923	\$1.50
14 F- FINAL TERMINAL DELAY	\$4,113.87	6,317	\$0.65	447	\$9.20
17 F- INITIAL TERMINAL DELAY	\$26,833.97	6,317	\$4.25	2,443	\$10.98
41 F- \$5.00 LATE MEAL ALLOWANCE	\$6,565.00	6,317	\$1.04	1,313	\$5.00
44 DEADHEADING (SEPARATE FROM SVC)	\$89,963.49	6,317	\$14.24	520	\$173.01
<b>NEEDLES BOARD 31 TRIP RATE ELEMENTS</b>	<b>\$1,440,760.52</b>		<b>\$228.08</b>		

### NEEDLES BOARD 31                      REGULAR PAY ELEMENTS

IA CONDUCTOR INSTRUCTING TRAINEE	\$994.47	6,317	\$0.16	54	\$18.42
IM CONDUCTOR ONLY MISHANDLING	\$290.17	6,317	\$0.05	2	\$145.09
LP LAP BACK	\$461.32	6,317	\$0.07	3	\$153.77
OVERTIME	\$7,342.58	6,317	\$1.16	191	\$38.44
07 2 MEAL ALLOWANCES	\$15,720.19	6,317	\$2.49	1,250	\$12.58
13 F- AIR PAY ALLOWANCE	\$1,003.20	6,317	\$0.16	152	\$6.60
20 2 MEALS AND 1 LODGING ALLOWANCE	\$7,720.35	6,317	\$1.22	270	\$28.59
25 1 MEAL ALLOWANCE	\$10,185.65	6,317	\$1.61	1,624	\$6.27
30 HELD AWAY FROM HONE TERMINAL	\$15,306.53	6,317	\$2.42	385	\$39.76
34 F- PLACING OR REMOVING ETD/ETM	\$7,139.06	6,317	\$1.13	580	\$12.31
39 F- HANDLING OVER 50 LOADS	\$24.48	6,317	\$0.00	1	\$24.48
55 TIE UP UNDR FED HR OF SVC LAW	\$138.69	6,317	\$0.02	3	\$46.23
68 F- CONSTRUCTIVE MILEAGE	\$2,740.81	6,317	\$0.43	2,790	\$00.98
<b>NEEDLES BRD.31 REGULAR PAY ELEMENTS</b>	<b>\$69,067.50</b>		<b>\$10.92</b>		

<b>NEEDLES BOARD 31</b>	<b>\$1,509,828.02</b>	<b>\$239.00</b>
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Please refer to the attached chart put out by the UTU Union, for the Coast Lines, above.

**“PRE-1985 EMPLOYEES”**

**IN EFFECT “NOW”, FOR THE PRE-1985 EMPLOYEE WORKING NEEDLES TO BARSTOW**

The following instances are just the bare Working Trips, from Needles to Winslow and from Winslow to Needles. With CA Codes CS, 09, 41 & 56 included, I have not added in any additional CA Codes that now apply.

	<b>ITEM (A-1)</b>		<b>ITEM (A-2)</b>		
<b>Working Trip Needles to Barstow</b> <i>(For Needles Crews at Needles)</i>	Base Pay	\$206.10	Base Pay	\$206.10	
	Code CS	19.73	<b>OR</b>	Code CS	19.73
	Code 41	5.00		Code 09	1.50
		<b>\$230.83</b>		<b>\$227.33</b>	
	<b>ITEM (B-1)</b>		<b>ITEM (B-2)</b>		
<b>Working Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$202.35	Base Pay	\$202.35	
	Code CS	19.73	<b>OR</b>	Code CS	19.73
	Code 25	6.00		Code 07	12.00
	Code 68	.98		Code 68	.98
	Code 41	5.00		Code 09	1.50
		<b>\$234.06</b>		<b>\$236.56</b>	
	<b>ITEM (B-3)</b>		<b>ITEM (B-4)</b>		
<b>Working Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$202.35	Base Pay	\$202.35	
	Code CS	19.73	<b>OR</b>	Code CS	19.73
	Code 25	6.00		Code 07	12.00
	Code 68	.98		Code 68	.98
	Code 09	1.50		Code 41	5.00
		<b>\$230.54</b>		<b>\$240.06</b>	
	<b>ITEM (C-1)</b>		<b>ITEM (C-2)</b>		
<b>Deadheading Trip Needles to Barstow</b> <i>(For Needles Crews at Needles)</i>	Base Pay	\$174.30	Base Pay	\$174.30	
	Code 41	5.00	<b>OR</b>	Code 09	1.50
		<b>\$179.30</b>		<b>\$175.80</b>	
	<b>ITEM (D-1)</b>		<b>ITEM (D-2)</b>		
<b>Deadheading Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$172.80	Base Pay	\$172.80	
	Code 25	6.00	<b>OR</b>	Code 07	12.00
	Code 41	5.00		Code 09	1.50
		<b>\$183.80</b>		<b>\$186.30</b>	

	ITEM (D-3)			ITEM (D-4)	
<b>Deadheading Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$172.80	<b>OR</b>	Base Pay	\$172.80
	Code 25	6.00		Code 07	12.00
	Code 09	1.50		Code 41	5.00
		<u>\$180.30</u>			<u>\$189.80</u>

**“PRE-1985 EMPLOYEES”**

**THE FOLLOWING FIGURES ARE THE TRIP RATES THAT WILL GO INTO EFFECT  
JULY 1, 2003.**

**Included in the Trip Rates below are Regular Pay, CA Codes FT, IT, YA, CS, 09, 14, 17, 41 & 44.**

<b>Regular Pay</b>	<b>FT = Final Terminal Switching</b>
<b>IT = Initial Terminal Switching</b>	<b>YA = Yard Runaround (Non-frozen)</b>
<b>CS = Crew Scale Additive</b>	<b>09 = Meal en-route pay run-through SVC Only</b>
<b>14 = Final Terminal Delay</b>	<b>17 = Initial Terminal Delay</b>
<b>41 = 2 Meals en-route pay run-through</b>	<b>44 = Deadheading (Separate From SVC)</b>

The following trips are figured only with CA Codes 07, 25, 56 & CS which are not figured into the Trip Rate Formulae at this time. There well could be other CA Codes that would apply, however I'm trying to keep this as simple as possible.

	ITEM (E-1)			ITEM (E-2)	
<b>Working Trip Needles to Barstow</b> <i>(For Needles Crews at Needles)</i>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08

  

	ITEM (F-1)			ITEM (F-2)	
<b>Working Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08
	Code 68	.98		Code 68	.98
	Code 25	6.00		Code 07	12.00
		<u>\$235.06</u>			<u>\$241.06</u>

  

	ITEM (F-3)			ITEM (F-4)	
<b>Working Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08
	Code 68	.98		Code 68	.98
	Code 25	6.00		Code 07	12.00
		<u>\$235.06</u>			<u>\$241.06</u>

  

	ITEM (G-1)			ITEM (G-2)	
<b>Deadheading Trip Needles to Barstow</b>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08

*(For Needles Crews at Needles)*

	ITEM (H-1)			ITEM (H-2)	
<b>Deadheading Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08
	Code 25	6.00		Code 07	12.00
		<b>\$234.08</b>			<b>\$240.08</b>

	ITEM (H-3)			ITEM (H-4)	
<b>Deadheading Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08
	Code 25	6.00		Code 07	12.00
		<b>\$234.08</b>			<b>\$240.08</b>

### COMPARRISONS BETWEEN NOW AND JULY 1, 2003

	Now	Item	July 1, 2003	Item	Difference Gain or Loss
<b>Working Needles to Barstow</b>					
From (A-1) and (E-1) (Ndls.)	\$230.83	(A-1)	\$228.08	(E-1)	<b>Loss \$ 2.75</b>
From (A-2) and (E-2) (Ndls.)	\$227.33	(A-2)	\$228.08	(E-2)	<b>Gain \$ 0.75</b>
<b>Working Barstow to Needles</b>					
From (B-1) and (F-1) (Ndls.)	\$234.06	(B-1)	\$235.06	(F-1)	<b>Gain \$ 1.00</b>
From (B-2) and (F-2) (Ndls.)	\$236.56	(B-2)	\$241.06	(F-2)	<b>Gain \$ 4.50</b>
From (B-3) and (F-3) (Ndls.)	\$230.54	(B-3)	\$235.06	(F-3)	<b>Gain \$ 4.52</b>
From (B-4) and (F-4) (Ndls.)	\$240.06	(B-4)	\$241.06	(F-4)	<b>Gain \$ 1.00</b>
<b>Deadheading Needles to Barstow</b>					
From (C-1) and (G-1) (Ndls.)	\$179.30	(C-1)	\$228.08	(G-1)	<b>Gain \$ 48.78</b>
From (C-2) and (G-2) (Ndls.)	\$175.80	(C-2)	\$228.08	(G-1)	<b>Gain \$ 52.28</b>
<b>Deadheading Barstow to Needles</b>					
From (D-1) and (H-1) (Ndls.)	\$183.80	(D-1)	\$234.08	(H-1)	<b>Gain \$ 50.28</b>
From (D-2) and (H-2) (Ndls.)	\$186.30	(D-2)	\$240.08	(H-2)	<b>Gain \$ 53.78</b>
From (D-3) and (H-3) (Ndls.)	\$180.30	(D-3)	\$234.08	(H-3)	<b>Gain \$ 53.78</b>
From (D-4) and (H-4) (Ndls.)	\$189.80	(D-4)	\$240.08	(H-24)	<b>Gain \$ 50.28</b>

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### “POST-1985 EMPLOYEES”

IN EFFECT “NOW”, FOR THE POST-1985 EMPLOYEE WORKING NEEDLES TO BARSTOW

The following instances are just the bare Working Trips, from Needles to Winslow and from Winslow to Needles. With CA Codes CS, 09, 41 & 56 included, I have not added in any additional CA Codes that now apply.

	<b>ITEM (A-1)</b>			<b>ITEM (A-2)</b>	
<b>Working Trip Needles to Barstow</b> <i>(For Needles Crews at Needles)</i>	Base Pay	\$206.10	<b>OR</b>	Base Pay	\$206.10
	Code CS	19.73		Code CS	19.73
	Code 41	5.00		Code 09	1.50
		<u>\$230.83</u>			<u>\$227.33</u>

	<b>ITEM (B-1)</b>			<b>ITEM (B-2)</b>	
<b>Working Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$202.35	<b>OR</b>	Base Pay	\$202.35
	Code CS	19.73		Code CS	19.73
	Code 25	6.00		Code 07	12.00
	Code 41	5.00		Code 09	1.50
	<u>\$233.08</u>		<u>\$235.58</u>		

	<b>ITEM (B-3)</b>			<b>ITEM (B-4)</b>	
<b>Working Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$202.35	<b>OR</b>	Base Pay	\$202.35
	Code CS	19.73		Code CS	19.73
	Code 25	6.00		Code 07	12.00
	Code 09	1.50		Code 41	5.00
	<u>\$229.58</u>		<u>\$239.08</u>		

	<b>ITEM (C-1)</b>			<b>ITEM (C-2)</b>	
<b>Deadheading Trip Needles to Barstow</b> <i>(For Needles Crews at Needles)</i> (4 Hours figured at 16.3/4 M.P.H. = 65 miles X \$117.92 = \$76.64)	Base Pay	\$ 76.64	<b>OR</b>	Base Pay	\$ 76.64
	Code 41	1.50		Code 09	1.50
		<u>\$ 78.14</u>			<u>\$ 78.14</u>

	<b>ITEM (D-1)</b>			<b>ITEM (D-2)</b>	
<b>Deadheading Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i> (4 Hours figured at 16.3/4 M.P.H. = 65 miles X \$117.92 = \$76.64)	Base Pay	\$ 76.64	<b>OR</b>	Base Pay	\$ 76.64
	Code 25	6.00		Code 07	12.00
	Code 09	1.50		Code 09	1.50
		<u>\$ 84.14</u>			<u>\$ 90.14</u>

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**“POST-1985 EMPLOYEES”**

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JULY 1, 2003.**

**Included in the Trip Rates below are Regular Pay, CA Codes FT, IT, YA, CS, 09, 14, 17, 41 & 44.**

**Regular Pay**  
**IT = Initial Terminal Switching**  
**CS = Crew Scale Additive**  
**14 = Final Terminal Delay**  
**41 = 2 Meals en-route pay run-through**

**FT = Final Terminal Switching**  
**YA = Yard Runaround (Non-frozen)**  
**09 = Meal en-route pay run-through SVC Only**  
**17 = Initial Terminal Delay**  
**44 = Deadheading (Separate From SVC)**

The following trips are figured only with CA Codes 07, 25, 56 & CS which are not figured into the Trip Rate Formulae at this time. There well could be other CA Codes that would apply, however I'm trying to keep this as simple as possible.

	<b>ITEM (E-1)</b>			<b>ITEM (E-2)</b>	
<b>Working Trip Needles to Barstow</b> <i>(For Needles Crews at Needles)</i>	Base Pay	<b>\$228.08</b>	<b>OR</b>	Base Pay	<b>\$228.08</b>
	<b>ITEM (F-1)</b>			<b>ITEM (F-2)</b>	
<b>Working Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08
	Code 25	6.00		Code 07	12.00
		<b>\$234.08</b>			<b>\$240.08</b>
	<b>ITEM (F-3)</b>			<b>ITEM (F-4)</b>	
<b>Working Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08
	Code 25	6.00		Code 07	12.00
		<b>\$234.08</b>			<b>\$240.08</b>
	<b>ITEM (G-1)</b>			<b>ITEM (G-2)</b>	
<b>Deadheading Trip Needles to Barstow</b> <i>(For Needles Crews at Needles)</i>	Base Pay	<b>\$228.08</b>	<b>OR</b>	Base Pay	<b>\$228.08</b>
	<b>ITEM (H-1)</b>			<b>ITEM (H-2)</b>	
<b>Deadheading Trip Barstow to Needles</b> <i>(For Needles Crews at Barstow)</i>	Base Pay	\$228.08	<b>OR</b>	Base Pay	\$228.08
	Code 25	6.00		Code 07	12.00
		<b>\$234.08</b>			<b>\$240.08</b>

### COMPARRISONS BETWEEN NOW AND JULY 1, 2003

	Now	Item	July 1, 2003	Item	Difference Gain or Loss
<b>Working Needles to Barstow</b>					
From (A-1) and (E-1) (Ndls.)	\$230.83	(A-1)	\$228.08	(E-1)	<b>Loss \$ 2.75</b>
From (A-2) and (E-2) (Ndls.)	\$227.33	(A-2)	\$228.08	(E-2)	<b>Gain \$ 0.75</b>
<b>Working Barstow to Needles</b>					
From (B-1) and (F-1) (Ndls.)	\$233.08	(B-1)	\$234.08	(F-1)	<b>Gain \$ 1.00</b>
From (B-2) and (F-2) (Ndls.)	\$235.58	(B-2)	\$240.08	(F-2)	<b>Gain \$ 4.50</b>

From (B-3) and (F-3) (Ndl.)	\$229.58	(B-3)	\$234.08	(F-3)	<b>Gain \$ 4.50</b>
From (B-4) and (F-4) (Ndl.)	\$239.08	(B-4)	\$240.08	(F-4)	<b>Gain \$ 1.00</b>

**Deadheading Needles to Barstow**

From (C-1) and (G-1) (Ndl.)	\$ 78.14	(C-1)	\$228.08	(G-1)	<b>Gain \$149.94</b>
From (C-2) and (G-2) (Ndl.)	\$ 78.14	(C-2)	\$228.08	(G-1)	<b>Gain \$149.94</b>

**Deadheading Barstow to Needles**

From (D-1) and (H-1) (Ndl.)	\$ 84.14	(D-1)	\$234.08	(H-1)	<b>Gain \$149.94</b>
From (D-2) and (H-2) (Ndl.)	\$ 90.14	(D-2)	\$240.08	(H-2)	<b>Gain \$149.94</b>

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