

RAILROAD COMMUNICATIONS AND SIGNAL MAINTENANCE AGREEMENT

International Brotherhood of Electrical Workers & Herzog C.C.

Counties: Los Angeles, Orange, Riverside, San Diego, San Bernardino, Ventura

Rates effective JULY 31, 2023 through JUNE 30, 2024

Increase of \$4.00 to base wage

Craft Classification	Wage	Employer Contributions							Employee Deductions			
		NEBF	Pension (DB)	Pension Rehab Fund (DB)	Annuity (DC)	CCF	Health ***	Training	LMCC	Training	LMCC	Working Dues
Signaler (Base) (4,000 Hours Minimum)****	\$ 50.16	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Maintainer ****	\$ 55.83	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Network Specialist ****	\$ 61.50	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Radio Mechanic ****	\$ 55.83	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Signal Foreman ****	\$ 61.50	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Signal Inspector ****	\$ 61.50	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Signaler (Crane Cert, Class A,B) ****	\$ 51.66	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Maintainer (Crane Cert, Class A,B) ****	\$ 57.33	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Network Specialist (Crane Cert, Class A,B) ****	\$ 63.00	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Radio Mechanic (Crane Cert, Class A,B) ****	\$ 57.83	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Communications Tech ****	\$ 55.83	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Communications Inspector ****	\$ 61.50	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Signal Foreman (Crane Cert, Class A,B) ****	\$ 63.00	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Signal Inspector (Crane Cert, Class A,B) ****	\$ 63.00	3%	\$ 7.35	\$ 2.85	\$ 9.00	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Assistant Signalman **, ****												
Step 1 (70% Base) **, ****	\$ 35.11	3%	\$ 5.15	\$ 2.00	\$ 6.30	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Step 2 (75% Base) 1,000 Hours Minimum **, ****	\$ 37.62	3%	\$ 5.51	\$ 2.14	\$ 6.75	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Step 3 (80% Base) 2,000 Hours Minimum **, ****	\$ 40.13	3%	\$ 5.88	\$ 2.28	\$ 7.20	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Step 4 (85% Base) 3,000 Hours Minimum **, ****	\$ 42.64	3%	\$ 6.25	\$ 2.42	\$ 7.65	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Warehouse Person **, ****												
Step 1 (55% Base) **, ****	\$ 27.59	3%	\$ 4.04	\$ 1.57	\$ 4.95	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Step 2 (60% Base) 1,000 Hours Minimum **, ****	\$ 30.10	3%	\$ 4.41	\$ 1.71	\$ 5.40	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Step 3 (65% Base) 2,000 Hours Minimum **, ****	\$ 32.60	3%	\$ 4.78	\$ 1.85	\$ 5.85	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%
Step 4 (70% Base) 3,000 Hours Minimum **, ****	\$ 35.11	3%	\$ 5.15	\$ 2.00	\$ 6.30	0.50%	\$ 10.45		\$ 0.35		\$ 0.15	2.50%

*Negotiated increases to be allocated by the membership and may be allocated to wages and/or fringe benefits.

**Assistant Signalman and Warehouse Person benefits shall be applicable at their percentage of the base.

***\$0.75 to HRA program

**** All craft classifications are non-apprenticeable

\$9.05 per hour to be held in an Employer Maintained Account to compensate for

11 paid Holidays and up to 15 days of Paid Time Off (PTO) per year.

Note: Second (Swing) Shift: 8 hours work for 8 hours pay plus 17.3%

Note: Third (Graveyard) Shift: 8 hours work for 8 hours pay plus 31.4%

Effective Date	To Be Allocated	Employer Maintained Account	Employee Deduction
7/31/23	\$4.00		
7/01/2024*	\$4.00		
7/01/2025*	\$4.00		

EFFECTIVE January 30, 2023
RAILROAD SIGNAL MAINTENANCE WAGE BENEFIT PACKAGE

Effective Date:	1/30/17	7/31/17	1/29/18	7/30/18	1/28/19	8/5/19	1/27/20	7/27/20	2/1/21	7/26/21	1/31/22	7/25/22	1/30/23
	(\$.90)*	(\$.90)*	(\$.90)*	(\$.90)*	(\$0.90)	(\$1.44)	(\$1.53)	(\$1.45)	(\$1.54)	(\$1.13)	(\$1.21)	(\$1.94)	(\$1.98)
Signalman	\$33.54	\$34.29	\$34.64	\$35.54	\$36.29	\$37.73	\$38.76	\$39.65	\$40.55	\$41.68	\$42.89	\$44.83	\$46.16
Maintainer (1.113%)	\$37.33	\$38.16	\$38.56	\$39.56	\$40.39	\$41.99	\$43.14	\$44.13	\$45.13	\$46.39	\$47.74	\$49.90	\$51.38
Network Specialist (1.226%)	\$41.12	\$42.04	\$42.47	\$43.57	\$44.49	\$46.26	\$47.52	\$48.61	\$49.71	\$51.10	\$52.58	\$54.96	\$56.59
Radio Mechanic (1.113%)	\$37.33	\$38.16	\$38.56	\$39.56	\$40.39	\$41.99	\$43.14	\$44.13	\$45.13	\$46.39	\$47.74	\$49.90	\$51.38
Signal Foreman (1.226%)	\$41.12	\$42.04	\$42.47	\$43.57	\$44.49	\$46.26	\$47.52	\$48.61	\$49.71	\$51.10	\$52.58	\$54.96	\$56.59
Signal Inspector (1.226%)	\$41.12	\$42.04	\$42.47	\$43.57	\$44.49	\$46.26	\$47.52	\$48.61	\$49.71	\$51.10	\$52.58	\$54.96	\$56.59
Signalman (Crane Cert, Class A, B) (+ 1.50)	\$35.07	\$35.79	\$36.17	\$37.04	\$37.79	\$39.23	\$40.26	\$41.15	\$42.05	\$43.18	\$44.39	\$46.33	\$47.66
Maintainer (Crane Cert, Class A, B) (+ 1.50)	\$38.83	\$39.66	\$40.06	\$41.06	\$41.89	\$43.49	\$44.64	\$45.63	\$46.63	\$47.89	\$49.24	\$51.40	\$52.88
Network Specialist (Crane Cert, Class A, B) (+ 1.50)	\$42.62	\$43.54	\$43.97	\$45.07	\$45.99	\$47.76	\$49.02	\$50.11	\$51.21	\$52.60	\$54.08	\$56.46	\$58.09
Radio Mechanic (Crane Cert, Class A, B) (+ 1.50)	\$38.83	\$39.66	\$40.06	\$41.06	\$41.89	\$43.49	\$44.64	\$45.63	\$46.63	\$47.89	\$49.24	\$51.40	\$52.88
Communications Tech (Base + 1.113%)	\$37.33	\$38.16	\$38.56	\$39.56	\$40.39	\$41.99	\$43.14	\$44.13	\$45.13	\$46.39	\$47.74	\$49.90	\$51.38
Communications Inspector (Base + 1.226%)	\$41.12	\$42.04	\$42.47	\$43.57	\$44.49	\$46.26	\$47.52	\$48.61	\$49.71	\$51.10	\$52.58	\$54.96	\$56.59
Signal Foreman (Crane Cert, Class A, B)	\$42.62	\$43.54	\$43.97	\$45.07	\$45.82	\$47.76	\$49.02	\$50.11	\$51.21	\$52.60	\$54.08	\$56.46	\$58.09
Signal Inspector (Crane Cert, Class A, B)	\$42.62	\$43.54	\$43.97	\$45.07	\$45.82	\$47.76	\$49.02	\$50.11	\$51.21	\$52.60	\$54.08	\$56.46	\$58.09
Assistant Signalman													
Step 1 (70% Base-Signalman)	\$23.48	\$24.00	\$24.26	\$24.89	\$25.42	\$26.41	\$27.15	\$27.76	\$28.39	\$29.18	\$30.02	\$31.38	\$32.31
Step 2 (75% Base-Signalman)	\$25.16	\$25.72	\$25.98	\$26.66	\$27.22	\$28.30	\$29.07	\$29.74	\$30.41	\$31.26	\$32.17	\$33.62	\$34.62
Step 3 (80% Base-Signalman)	\$26.83	\$22.29	\$27.71	\$28.43	\$29.03	\$30.18	\$31.00	\$31.72	\$32.44	\$33.34	\$34.31	\$35.86	\$36.93
Step 4 (85% Base-Signalman)	\$28.51	\$29.15	\$29.45	\$30.22	\$30.86	\$32.07	\$32.96	\$33.70	\$34.47	\$35.43	\$36.46	\$38.11	\$39.24
Warehouse Person													
Step 1 (55% of Signalman base)	\$18.45	\$18.86	\$19.96	\$19.55	\$21.32	\$20.75	\$21.32	\$21.81	\$22.30	\$22.92	\$23.59	\$24.66	\$25.39
Step 2 (60% of Signalman base)	\$26.83	\$20.57	\$21.77	\$21.32	\$23.25	\$22.63	\$23.25	\$23.79	\$24.33	\$25.01	\$25.73	\$26.90	\$27.70
Step 3 (65% of Signalman base)	\$21.80	\$22.29	\$23.60	\$23.11	\$25.21	\$24.53	\$25.21	\$25.77	\$26.36	\$27.09	\$27.88	\$29.14	\$30.00
Step 4 (70% of Signalman base)	\$23.48	\$24.00	\$25.42	\$24.89	\$27.15	\$26.41	\$27.15	\$27.76	\$28.39	\$29.18	\$30.02	\$31.38	\$32.31

	Employer Contribution	Employee Deduction
Health & Welfare Fund	\$10.45***	---
N.E.B.F.	3% of gross wage	---
Pension Fund (DB) Credited with \$7.35 (Annuity) (DC)	\$10.20**	---
Paid Holidays and Vacations (See Article X)	\$9.00	---
Labor-Management Cooperation Committee	\$0.35	\$ 0.15
Union Dues		2.50% of gross wage

Effective Date:	To Be Allocated	Employer Contribution	Employee Deduction
7/27/2020*	\$1.45	+ \$0.14 to P.T.O.	
2/1/2021*	\$1.54	+ \$0.16 to P.T.O.	
7/26/2021*	\$1.63	+ \$0.16 to P.T.O.	
1/31/2022*	\$1.72	+ \$0.17 to P.T.O.	
7/25/2022*	# 90% x I.W. 2.15 = \$ 1.94	+ \$0.18 to P.T.O.	
1/30/2023*	## 90% x I.W. 2.20 = \$ 1.98	+ \$0.19 to P.T.O.	

*Negotiated increases to be allocated by the membership and may be allocated to wages and/or fringe benefits.

**Assistant Signalman and Warehouse Person benefits shall be applicable at their percentage of the base.

*** \$0.75 to HRA program

Note: Second (Swing) Shift: 8 hours work for 8 hours pay plus 17.3%

Third (Graveyard) Shift: 8 hours work for 8 hours payplus 31.4%

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