

## Illustration of IBEW Tentative Amtrak Agreement Retroactivity and Total Value Over Term

**Based on Straight-Time Monthly Pay Hours of 173.3 and Retro Wage Payment on April 1, 2008**

| Date  | Wage Increases         | Journeyman Rate | Cat. Linemen Rate | Electrician Grade C Rate | Technicians Rate | Loco. Tech. Rate |
|---|------------------------|-----------------|-------------------|--------------------------|------------------|------------------|
| Jan 1, 2000                                 |                        | \$18.43         | \$18.43           | \$18.67                  | \$19.98          | \$21.22          |
| Jun 30, 2002                                | Roll-in \$0.27         | \$18.70         | \$18.70           | \$18.94                  | \$20.25          | \$21.49          |
| July 1, 2002                                | GWI 6.087%             | \$19.84         | \$19.84           | \$20.09                  | \$21.48          | \$22.80          |
| July 1, 2003                                | GWI 3.00%              | \$20.44         | \$20.44           | \$20.69                  | \$22.12          | \$23.48          |
| July 1, 2004                                | GWI 3.25%              | \$21.10         | \$21.10           | \$21.36                  | \$22.84          | \$24.24          |
| July 1, 2005                                | GWI 2.50%              | \$21.63         | \$21.63           | \$21.89                  | \$23.41          | \$24.85          |
| July 1, 2006                                | GWI 3.00%              | \$22.28         | \$22.28           | \$22.55                  | \$24.11          | \$25.60          |
| July 1, 2007                                | GWI 3.00%              | \$22.95         | \$22.95           | \$23.23                  | \$24.83          | \$26.37          |
| July 1, 2008                                | GWI 4.00%              | \$23.87         | \$23.87           | \$24.16                  | \$25.82          | \$27.42          |
| July 1, 2009<br>Jan 1, 2010                 | GWI 4.50%<br>Amendable | \$24.94         | \$24.94           | \$25.25                  | \$26.98          | \$28.65          |
| <b><u>Wage Value Over Agreement:</u></b>    |                        |                 |                   |                          |                  |                  |
| Gross Wage Gain =                           |                        | \$55,983        | \$55,983          | \$56,430                 | \$59,924         | \$63,428         |
| Employee HI Contributions =                 |                        | (\$11,676)      | (\$11,676)        | (\$11,676)               | (\$11,676)       | (\$11,676)       |
| Net Wage Gain =                             |                        | <b>\$44,307</b> | <b>\$44,307</b>   | <b>\$44,754</b>          | <b>\$48,248</b>  | <b>\$51,752</b>  |
| <b><u>Wage Retroactivity to 4/1/08:</u></b> |                        |                 |                   |                          |                  |                  |
| Wage Retroactivity =                        |                        | \$19,725        | \$19,725          | \$19,954                 | \$21,981         | \$23,978         |
| Employee HI Contributions =                 |                        | (\$7,985)       | (\$7,985)         | (\$7,985)                | (\$7,985)        | (\$7,985)        |
| Net Retroactive Payment =                   |                        | <b>\$11,740</b> | <b>\$11,740</b>   | <b>\$11,969</b>          | <b>\$13,996</b>  | <b>\$15,993</b>  |

Notes: (1) Wage values and retroactive payment will vary by actual hours worked, including overtime.  
(2) Value over Agreement assumes employee contribution increases 10 percent in 2009.