

# **2008 BLE&T - Norfolk Southern Engineer's Agreement Highlights**



## **The following items are effective September 1, 2008:**

- Signing bonus payment of \$1,200 to those who worked as engineer between May 1, 2008 & June 30, 2008, payable no later than December 5<sup>th</sup>, 2008
- Lump sum payment of \$3,500 to those who worked as engineer between September 1, 2008 & October 31, 2008, payable no later than January 1<sup>st</sup>, 2009
- Locomotive engineer's portion of monthly disability plan required payment decreases from \$34.20 per month to \$13.68 per month
- DSLE (Designated Supervisor of Locomotive Engineers) pay increases to \$275.00 per day
- Scope Rule

## **The following items are effective January 1, 2009:**

- Thoroughbred Performance Bonus (January 2009 – December 2009, payable in 2010) is up to 10% of your earnings if you have 235 factored starts in through freight service, 220 starts in other than through freight service. Bonus is up to 15% of your earnings if you have 260 factored starts in through freight service, 248 starts in other than through freight service.

## **The following items are effective January 1, 2010:**

- Weekend & Holiday Differential increases from \$30 to \$45 for through freight service & from \$7.00 to \$21.00 for other than through freight service
- Meal allowance increases from \$9.00 per meal to \$12.00 per meal
- Detention time begins after 14 hours away from home terminal (then paid for up to 8 hours) Extra pay days (EP days) for through freight engineers
- Engineer Trainer (Coaching LETs) allowance increases from \$15.00 to \$20.00
- 401(k) enhancements (See Article VII – 401(k) Savings Plan)
- NS will not reduce the number of extraboard engineers more than three times per month

## **Schedule of General Wage Increases:**

- Effective July 1, 2009: 5.0%
- Effective July 1, 2010: 3.0%
- Effective July 1, 2011: 5.0%
- Effective July 1, 2012: 2.0%
- Effective July 1, 2013: 2.0%
- Effective July 1, 2014: 2.0%

## **2008 Bonus (payable in 2009):**

Engineers will receive their Thoroughbred Performance Bonus for 2008 (payable in 2009) which is up to 15% of your earnings from calendar year 2008. {As of July 1, 2008, engineers are on track for a 75% [of 15% earnings] bonus payment, payable in 2009.} Additionally, engineers will also receive the \$1,200 signing bonus & the \$3,500 lump sum payment if they worked as an engineer during the applicable qualifying periods in 2008.

2008 BLE&T – Norfolk Southern Agreement, Questions & Answers, Side Letters, & Synopsis are available on our website <http://www.blet375.com> on the agreements page.