

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 01, 2024 through JUNE 30, 2025

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)****	\$ 51.61	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Maintainer ****	\$ 57.44	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Network Specialist ****	\$ 63.27	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Radio Mechanic ****	\$ 57.44	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Signal Foreman ****	\$ 63.27	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Signal Inspector ****	\$ 63.27	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Signaler (Crane Cert, Class A,B) ****	\$ 53.11	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Maintainer (Crane Cert, Class A,B) ****	\$ 58.94	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Network Specialist (Crane Cert, Class A,B) ****	\$ 64.77	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Radio Mechanic (Crane Cert, Class A,B) ****	\$ 58.94	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Communications Tech ****	\$ 57.44	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Communications Inspector ****	\$ 63.27	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Signal Foreman (Crane Cert, Class A,B) ****	\$ 64.77	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Signal Inspector (Crane Cert, Class A,B) ****	\$ 64.77	3%	\$ 7.35	\$ 2.85	\$ 9.50	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Assistant Signalman **, ****												
Step 1 (70% Base) **, ****	\$ 36.13	3%	\$ 5.15	\$ 2.00	\$ 6.65	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Step 2 (75% Base) 1,000 Hours Minimum **, ****	\$ 38.71	3%	\$ 5.51	\$ 2.14	\$ 7.13	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Step 3 (80% Base) 2,000 Hours Minimum **, ****	\$ 41.29	3%	\$ 5.88	\$ 2.28	\$ 7.60	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Step 4 (85% Base) 3,000 Hours Minimum **, ****	\$ 43.87	3%	\$ 6.25	\$ 2.42	\$ 8.08	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Warehouse Person **, ****												
Step 1 (55% Base) **, ****	\$ 28.39	3%	\$ 4.04	\$ 1.57	\$ 5.23	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Step 2 (60% Base) 1,000 Hours Minimum **, ****	\$ 30.97	3%	\$ 4.41	\$ 1.71	\$ 5.70	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Step 3 (65% Base) 2,000 Hours Minimum **, ****	\$ 33.55	3%	\$ 4.78	\$ 1.85	\$ 6.18	0.50%	\$ 12.50		\$ 0.35		\$ 0.15	2.50%
Step 4 (70% Base) 3,000 Hours Minimum **, ****	\$ 36.13	3%	\$ 5.15	\$ 2.00	\$ 6.65	0.50%	\$ 12.50		\$ 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.

***\$0.80 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
7/31/2023	\$4.00		
7/01/2024*	\$4.00		
7/01/2025*	\$4.00		