

RAILROAD COMMUNICATIONS AND SIGNAL MAINTENANCE AGREEMENT

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

Rates effective JULY 01, 2025 through JUNE 30, 2026

Increase of \$1.95 allocated as follows: \$1.95 to base wage.

		Employer Contributions								Employee Deductions		
Craft Classificationon	Wage	NEBF	Pension (DB)	Pension Rehab Fund (DB)	Annuity (DC)	CCF	Health ***	Training	LMCC	Training	LMCC	Working Dues
Signaler (Base) (4,000 Hours Minimum)****	\$ 53.56	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Maintainer ****	\$ 59.61	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Network Specialist ****	\$ 65.66	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Radio Mechanic ****	\$ 59.61	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Signal Foreman ****	\$ 65.66	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Signal Inspector ****	\$ 65.66	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Signaler (Crane Cert, Class A,B) ****	\$ 55.06	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Maintainer (Crane Cert, Class A,B) ****	\$ 61.11	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Network Specialist (Crane Cert, Class A,B) ****	\$ 67.16	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Radio Mechanic (Crane Cert, Class A,B) ****	\$ 61.11	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Communications Tech ****	\$ 59.61	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Communications Inspector ****	\$ 65.66	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Signal Foreman (Crane Cert, Class A,B) ****	\$ 67.16	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Signal Inspector (Crane Cert, Class A,B) ****	\$ 67.16	3%	\$ 8.35	\$ 2.85	\$ 10.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Assistant Signalman **, ****												
Step 1 (70% Base) **, ****	\$ 37.49	3%	\$ 5.85	\$ 2.00	\$ 7.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Step 2 (75% Base) 1,000 Hours Minimum **, ****	\$ 40.17	3%	\$ 6.26	\$ 2.14	\$ 7.50	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Step 3 (80% Base) 2,000 Hours Minimum **, ****	\$ 42.85	3%	\$ 6.68	\$ 2.28	\$ 8.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Step 4 (85% Base) 3,000 Hours Minimum **, ****	\$ 45.53	3%	\$ 7.10	\$ 2.42	\$ 8.50	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Warehouse Person **, ****												
Step 1 (55% Base) **, ****	\$ 29.46	3%	\$ 4.59	\$ 1.57	\$ 5.50	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Step 2 (60% Base) 1,000 Hours Minimum **, ****	\$ 32.14	3%	\$ 5.01	\$ 1.71	\$ 6.00	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Step 3 (65% Base) 2,000 Hours Minimum **, ****	\$ 34.81	3%	\$ 5.43	\$ 1.85	\$ 6.50	0.50%	\$ 13.05		\$ 0.35		\$ 0.15	2.50%
Step 4 (70% Base) 3,000 Hours Minimum **, ****	\$ 37.49	3%	\$ 5.85	\$ 2.00	\$ 7.00	0.50%	\$ 13.05		\$ 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.

\*\*\*\$0.85 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
6/30/26	CBA Expires		