

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JULY 1, 2025

(4.0 % GWI)

MACHINE OPERATORS - SHEET 1

JOB CODE	OCCUPATION	(FORMER NKP) B M W E
		RATE
738	Mowing Machine Helper	\$36.61
734	Mott Hammer Knife Mowing (NKP & WLE)	\$36.87
751	Scarifier Helper	\$37.09
732	Motor Car X100	\$37.36
722	Grinder Helper	\$37.49
743	Pile Driver Fireman (WLE)	\$37.74
756	Steam Shovel Fireman	\$37.74
708	Ballast Regulator, Kershaw (Hlpr)(NKP & WLE)	\$37.78
721	Grinder	\$37.98
735	Mowing Machine	\$38.69
737	Mowing Machine - Off Track	\$38.69
774	Track Line, Rwy Track Work (WLE)	\$38.69
709	Brush Cutter	\$38.70
773	Track Liner, Rwy Track Work	\$38.70
983	Cribber (S-P)(NKP)	\$38.70
987	Bolt Tightener (NKP)	\$38.70
753	Spike Puller - (S-P)(NKP)	\$38.70
750	Rail Lifter (S-P)(NKP)	\$38.70
704	Back Hoe	\$38.99
712	Bulldozer-Spreader	\$38.95
749	Scarifier	\$38.99
746	Power Tamping Jack (WLE)	\$39.21
768	Tie Tamper, Electric 12-Tool (WLE)	\$39.21
769	Tie Tamper, Electric 12-Tool	\$39.21
771	Track Liner, Nordberg	\$39.21
772	Track Liner, Nordberg (WLE)	\$39.21
908	Weed Burner - Snow Melter (WLE)	\$39.28
752	Snow Melting	\$39.35
776	Weed Burning	\$39.35
710	Bridge Tie Crane	\$39.36
741	On Track Brush Cutter	\$39.36
747	Multiple Tamper	\$39.36
911	Racine Rail Anchor Applicator (NKP & WLE)	\$39.36
754	Spot Tamper	\$39.36
757	Switch Tamper	\$39.36
762	Tie Bed Scarifier, Kershaw (NKP & WLE)	\$39.36

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JULY 1, 2025

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MACHINE OPERATORS - SHEET 2

(FORMER NKP)

B M W E

JOB CODE	OCCUPATION	RATE
765	Tie Broom	\$39.36
763	Tie Handler	\$39.36
764	Tie Inserter	\$39.36
766	Tie Saw	\$39.36
767	Tie Saw, Kershaw (NKP & WLE)	\$39.36
984	Spiker (Protec-Walking) (NKP)	\$39.36
985	Anchor Tightener (NKP)	\$39.36
986	Tie Plate Inserter (NKP)	\$39.36
775	Tie Plate Inserter (WLE)	\$39.36
713	Bumer	\$39.43
719	Equipment Maintainer	\$39.55
723	High Reach Carrier, Elliott (NKP & WLE)	\$39.55
701	Air Tamper - Matissa (NKP & WLE)	\$39.63
725	Anchor Applicator	\$39.63
702	Auto Spike Master - R M C (NKP & WLE)	\$39.63
965	Burro Crane	\$39.63
707	Ballast Regulator, Kershaw (NKP & WLE)	\$39.63
705	Broom (Double)	\$39.63
718	Dual Spike Driver	\$39.63
720	Dump Truck Driver	\$39.63
744	Power Tamping Jack	\$39.63
748	Rail Detector (NKP & WLE)	\$39.63
759	Tamper, Electromatic (NKP & WLE)	\$39.63
761	Tamper, Jr. Electromatic (NKP & WLE)	\$39.63
770	Tie Crane	\$39.63
715	Car Mover	\$40.37
724	Hoisting Engineer	\$40.37
736	Gradall	\$40.37
726	Jet Snow Blower	\$40.37
739	Off Track Cleaner	\$40.37
982	Jordan Spreader (NKP)	\$40.37
714	Burro Crane (WLE)	\$40.78
727	Jet Snow Blower (WLE)	\$40.78
728	Locomotive Crane (WLE)	\$40.78
731	Miscellaneous Equipment (WLE)	\$40.78
742	Pile Driver Engineer (WLE)	\$40.78
730	Lucky Loader	\$40.98

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JULY 1, 2025

(4.0 % GWI)

MISCELLANEOUS EMPLOYEES

(FORMER NKP)

B M W E

JOB* CODE	ORG	OCCUPATION	RATE
		Concreter	\$37.58
		Cook - B&B	\$37.60
		Cook - Comm. Dept.	\$37.60
		Cook - Signals Dept.	\$37.60
	32107	Crossing Watchman	\$35.54
	35107	Crossing Watchman	\$35.53
	37147	Crossing Watchman (LE&W)	\$35.54
	43127	Crossing Watchman (NKP)	\$35.54
		Drawbridge Operator - 1st Trk	\$37.78
		Drawbridge Operator - 2nd & 3rd Trk	\$37.58
		Drawbridge Operator - Cleveland, OH	
		Bridge 2.22	\$37.70
		Drawbridge Operator - Ironville, OH	
		Bridge 2.83	\$38.54
		Iron Worker	\$39.43
		Laborer-Rdwy Equip. Repair Shop	\$36.36
		Laborer - Truck Driver	\$36.77
		Laborer - Truck Driver (WLE)	\$36.82
		Scale Inspector	\$40.20
		Scale Inspector Assistant	\$37.52
		Stationary Engineer (NKP)	\$39.74
		Stationary Fireman (NKP)	\$37.39
		Truck Driver (WLE)	\$39.63
		Welder (Arc), Electric	\$39.58
		Welder, Gas & Thermit	\$39.21
		Lead Welder	\$40.85
		Welder (WLE)	\$40.37
		Welder Helper (Arc), Electric	\$37.36
		Welder Helper, Gas & Thermit	\$36.91
		Welder Helper (WLE)	\$37.36

* Refer to Job Code File.

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JULY 1, 2025

(4.0 % GWI)

BRIDGE & BUILDING EMPLOYEES

(FORMER NKP)

B M W E

JOB* CODE	OCCUPATION	RATE
	Bridge Foreman (Carpenter) (WLE)	\$40.78
	Carpenter (CL)	\$38.69
	Carpenter (LE&W)	\$38.78
	Carpenter (NKP)	\$38.78
	Carpenter - 1st (NKP)	\$38.99
	Carpenter Foreman	\$41.16
	Carpenter Foreman, Assistant (CL & LEW)	\$38.99
	Carpenter Foreman, Assistant (NKP)	\$39.44
	Carpenter Helper (LE&W)	\$36.91
	Carpenter Helper (CL)	\$37.36
	Carpenter Helper (WLE)	\$37.49
	Carpenter Truck Driver	\$38.99
	Carpenter, Bench (LE&W)	\$39.58
	Carpenter, First Grade (WLE)	\$38.64
	Carpenter, Second Grade (WLE)	\$38.42
	Laborer, B&B	\$39.96
	Lead Mechanic (Carpenter) (WLE)	\$38.78
	Mason Foreman	\$41.16
	Mason Foreman, Assistant	\$40.48
	Mason Helper	\$36.91
	Painter	\$38.63
	Painter Foreman	\$40.58
	Painter Truck Driver	\$38.99

* Refer to Job Code File.

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JULY 1, 2025

(4.0 % GWI)

EXTRA GANG FORCES

(FORMER NKP)

B M W E

JOB* CODE	OCCUPATION	RATE
	System Rail Gang foreman	\$41.33
	Cook	\$37.53
	Cook, Assistant	\$37.29
	Extra Gang Foreman (NKP)	\$40.57
	Extra Gang Foreman (LE&W)	\$40.65
	Extra Gang Foreman (CL)	\$40.45
	Extra Gang Foreman (WLE)	\$40.57
	Extra Gang Foreman, Assistant (NKP)	\$38.55
	Extra Gang Foreman, Assistant (LE&W)	\$38.40
	Extra Gang Foreman, Assistant (CL)	\$38.27
	Extra Gang Foreman, Assistant (WLE)	\$38.40
	Foreman, Apprentice	\$38.15
	Fence Foreman	\$38.99
	Laborer, Extra Gang	\$36.42
	Laborer, Fence Gang and Extra Gang	\$36.36
	Laborer, Truck Driver (WLE)	\$36.82
	Laborer, Truck Driver	\$36.77

* Refer to Job Code File.

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

WESTERN REGION

RATES EFFECTIVE JULY 1, 2025

(4.0 % GWI)

SECTION FORCES

LOCATION	SEC.	ORG	(FORMER NKP) B M W E
			SECTION FOREMAN RATE
Bellevue, OH	12	30333	\$40.76
Dunkirk, NY	2	32123	\$40.50
Erie, PA	3	32153	\$40.50
Ashtabula, OH	5	32213	\$40.50
Avery, OH	11	32323	\$40.50
So. Lorain, OH	10	32383	\$40.76
Fostoria, OH	14	32413	\$40.50
Payne, OH	16	32453	\$40.50
Clve, OH - 110th St.	4	33233	\$40.76
Euclid, OH	7	33243	\$40.50
Maumee, OH	25	42323	\$40.76
		(A)	\$40.76
Toledo, OH	10	34313	\$40.76
		(A)	\$40.76
Fremont, OH	11	34323	\$40.25
Campbell Rd., OH(WLE)	4	35413	\$40.25
Lima, OH	2	37143	\$40.25
Tipton, IN	6	37223	\$40.04
New Castle, IN	15	37263	\$40.04
Bluffton, IN	17	37283	\$40.04
Frankfort, IN	6	37313	\$40.25
Campbellstown, OH	14	37393	\$40.04
Marion, IN	2	37543	\$40.04
Plymouth, IN	25	42513	\$40.04
South Bend, IN	25	42643	\$40.04
		(A)	\$40.54
East Wayne, IN	17	42533	\$40.50
So. Whitely, IN	19	42553	\$40.50
So. Whitely, IN	3-D	42563	
Knox, IN	21	42593	\$40.50
Calumet, IL	23	43123	\$40.76
Veedersburg, IN	5	44003	\$40.50
Lafayette, IN	6	44993	\$40.04

(A) - Denotes Foreman Track Inspector - all others are titled Section Foreman.

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE JULY 1, 2025
(4.0 % GWI)
SECTION FORCES

LOCATION	SEC.	ORG	(FORMER NKP) B M W E
			ASSISTANT FOREMAN RATE
Bellevue, OH	12	30333	\$38.63
Dunkirk, NY	2	32123	\$38.63
Erie, PA	3	32153	\$38.63
Ashtabula, OH	5	32213	\$38.63
Avery, OH	11	32323	\$38.63
So. Lorain, OH	10	32383	\$38.63
Fostoria, OH	14	32413	\$38.63
Payne, OH	16	32453	\$38.63
Clve, OH - 110th St.	4	33233	\$38.63
Euclid, OH	7	33243	\$38.63
Maumee, OH	25	42323	\$38.40
Toledo, OH	10	34313	\$38.40
Fremont, OH	11	34323	\$38.40
Campbell Rd., OH(WLE)	4	35413	\$38.40
Lima, OH	2	37143	\$38.27
Tipton, IN	6	37223	\$38.27
New Castle, IN	15	37263	\$38.27
Bluffton, IN	17	37283	\$38.27
Frankfort, IN	6	37313	\$38.27
Campbellstown, OH	14	37393	\$38.27
Marion, IN	2	37543	\$37.98
Plymouth, IN	25	42513	\$38.27
South Bend, IN	25	42643	\$38.27
East Wayne, IN	17	42533	\$38.63
So. Whitely, IN	19	42553	\$38.63
So. Whitely, IN	3-D	42563	
Knox, IN	21	42593	\$38.63
Calumet, IL	23	43123	\$38.63
Veedersburg, IN	5	44003	\$37.98
Lafayette, IN	6	44993	\$38.27

NORFOLK SOUTHERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT

RATES EFFECTIVE JULY 1, 2025
(4.0 % GWI)
SECTION FORCES

(FORMER NKP)
B M W E

LOCATION	SEC.	ORG	LABORER RATE
Bellevue, OH	12	30333	\$36.33
Dunkirk, NY	2	32123	\$36.33
Erie, PA	3	32153	\$36.33
Ashtabula, OH	5	32213	\$36.33
Avery, OH	11	32323	\$36.33
So. Lorain, OH	10	32383	\$36.33
Fostoria, OH	14	32413	\$36.33
Payne, OH	16	32453	\$36.33
Clve, OH - 110th St.	4	33233	\$36.33
Euclid, OH	7	33243	\$36.33
Maumee, OH	25	42323	\$36.42
Toledo, OH	10	34313	\$36.42
Fremont, OH	11	34323	\$36.42
Campbell Rd., OH(WLE)	4	35413	\$36.42
Lima, OH	2	37143	\$36.33
Tipton, IN	6	37223	\$36.33
New Castle, IN	15	37263	\$36.33
Bluffton, IN	17	37283	\$36.33
Frankfort, IN	6	37313	\$36.33
Campbellstown, OH	14	37393	\$36.33
Marion, IN	2	37543	\$36.33
Plymouth, IN	25	42513	\$36.33
South Bend, IN	25	42643	\$36.33
East Wayne, IN	17	42533	\$36.33
So. Whitely, IN	19	42553	\$36.33
So. Whitely, IN	3-D	42563	\$36.33
Knox, IN	21	42593	\$36.33
Calumet, IL	23	43123	\$36.33
Veedersburg, IN	5	44003	\$36.33
Lafayette, IN	6	44993	\$36.33

APPENDIX TO AGREEMENT

Between

**NORFOLK SOUTHERN RAILWAY COMPANY
THE CINCINNATI, NEW ORLEANS AND TEXAS PACIFIC RAILWAY COMPANY
THE ALABAMA GREAT SOUTHERN RAILROAD COMPANY
GEORGIA, SOUTHERN AND FLORIDA RAILWAY COMPANY
CENTRAL OF GEORGIA RAILROAD COMPANY
THE LIVE OAK, PERRY AND SOUTH GEORGIA RAILROAD COMPANY
CAROLINA AND NORTHWESTERN RAILWAY COMPANY
THE INTERSTATE RAILROAD COMPANY
ATLANTIC AND EAST CAROLINA RAILWAY COMPANY
THE GEORGIA NORTHERN RAILWAY COMPANY
LOUISIANA SOUTHERN RAILWAY COMPANY
THE NEW ORLEANS TERMINAL COMPANY
TENNESSEE RAILWAY COMPANY**

AND

EMPLOYEES ENUMERATED HEREIN AS REPRESENTED BY

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES

RATE TABLE NO. 78

**BMWE / NSR - RATES OF PAY EFFECTIVE JULY 1, 2025
4.0% GWI**

TRACK SUB DEPARTMENT

1 Rank A-1 Foreman

Foremen (Mechanized Rail
Laying and Timbering and
Surfacing Gangs consisting
of ten (10) or more men):

Foremen (other)

2 Rank A-2 Flagging Foreman

Flagging Foreman

CURRENT RATE	TIME & 1/2
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\$40.88	\$61.32
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\$39.74	\$59.61
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\$38.75	\$58.13
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BMWE / NSR - RATES OF PAY EFFECTIVE JULY 1, 2025
4.0% GWI

Page 2

	CURRENT RATE	TIME & 1/2
3 Rank A-2 Assistant Foreman		
Assistant Foremen	\$38.36	\$57.54
4 Rank A-2 Track Repairman		
Track Repairmen	\$38.78	\$58.17

NOTE:

Employees assigned to oxyacetylene or electric welding in Maintenance of Way Department will, while engaged in the performance of such work, be paid that rate.(12/1/95)

5 Rail Welders (CofGA)	\$40.31	\$60.47
6 Assistant Rail Welders (CofGA)	\$36.77	\$55.16
7 Rank A-3		
Operators of the following power-driven machines (as distinguished from power tools):	\$38.75	\$58.13
Bolt Tighteners		*Grinders
Tie Adzers		Ballast Moles
Tie Renewal Machines		Ballast Scarifiers
Tie Handling Machines		Ballast Regulators
Tie Unloading Machines		Ballast Cribbers
Tie Destroying Machines		Friction Saws
Tie Bed Scarifiers -		Rail Drills (Rail Cropping
Tie Inserters		Yard)
Track Brooms		Rail Presses
Power Track Lines		Rail Changing Machines
Weed Burners		Rail Pusher-Pulling Machines
Track Gaugers - Line Spikers		Grouting Machines

*The establishment of a rate per hour for operators of power driven grinders shall not be construed to require the assignment of a helper with such machines. Where a helper is assigned, the helper's rate will be paid.(12/1/95)

BMWE / NSR - RATES OF PAY EFFECTIVE JULY 1, 2025
4.0% GWI

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8 Rank A-4

CURRENT RATE	TIME & 1/2
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Operators of Air Compressors,
100 to 350 cu. ft. of free air
per minute:

\$37.58 \$56.37

Operators of the following power
driven machines (as distinguished
from power tools):

\$37.58 \$56.37

Spike Pullers
Rail Drillers
Rail Hacksaws
Jacks

Helpers on the following power
driven machines (as distinguished
from power tools):

\$36.93 \$55.40

Bolt Tighteners
Grinders (When Utilized)
Tie Adzers
Ballast Scarifiers
Weed Burners
Helpers of Track Repairmen

NOTE: Helpers assigned to track repair while engaged in
oxyacetylene or electric welding in Maintenance of Way Department
will, while engaged in the performance of such work, be paid the above
rate.

9 Employees assigned to oxyacetylene or electric welding in Maintenance of Way
Department will, while engaged in performance of such work, be paid six cents
per hour above rate specified in Item 13. Helpers will not be used as
welders; if so used, during such use will be classified and paid same as a
mechanic-welder. Men helping welders will be paid rate specified in Item 14,
but will not be paid the differential.

10 Rank A-5

Hi-Rail Dump Truck Driver

\$37.54 \$56.31

Track Laborers

\$35.80 \$53.70

BMWE / NSR - RATES OF PAY EFFECTIVE JULY 1, 2025
4.0% GWI

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	CURRENT RATE	TIME & 1/2
10 (Cont'd.) Watchmen (Bridge, Track, Tunnel & Highway Crossings)	\$35.84	\$53.76
Flagmen at non-interlocked railway crossings:	\$35.84	\$53.76
BRIDGE AND BUILDING SUB-DEPARTMENT		
11 Rank B-1		
(a) Bridge, Building, Painter, Mason & Concrete Foremen	\$40.26	\$60.39
(b) Fence Gang Foremen	\$39.69	\$59.54
12 Rank B-2		
(a) Flagging Foreman	\$39.59	\$59.39
(b) Assistant Bridge, Building Painter, Mason and Concrete Foremen	\$39.55	\$59.33
13 Rank B-3		
Mechanics in Maintenance of Way and Bridge and Building Departments (except those covered in agreements with other crafts):	\$38.75	\$58.13
14 Rank B-4		
Helpers in the Maintenance of Way and Bridge and Building Departments (except those covered in agreements with other crafts)	\$36.93	\$55.40
Operators of air compressors, 100 to 350 cu. ft. of free air per minute	\$37.58	\$56.37
15 Rank B-5		
Bridge and Building Department Apprentices	\$36.25	\$54.38

BMWE / NSR - RATES OF PAY EFFECTIVE JULY 1, 2025
4.0% GWI

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16 Rank B-6

Cooks in Bridge and Building
Department

CURRENT RATE	TIME & 1/2
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\$36.09 \$54.14

MAINTENANCE OF WAY MACHINE - BRIDGE & BUILDING SUB-DEPARTMENT

17 Rank C-1

Pile Driver Engineers

\$39.85 \$59.78

Locomotive Crane Engineers
(Crane on Rails 40 tons
capacity and over)

\$39.85 \$59.78

Locomotive Crane Engineers
(Crane on Rails less than
40 tons capacity)

\$39.59 \$59.39

18 Rank C-2

Pile Driver Firemen

\$37.03 \$55.55

Locomotive Crane Firemen
(Crane on Rails)

\$37.03 \$55.55

Locomotive Crane Helpers
(Crane on Rails)

\$36.93 \$55.40

MAINTENANCE OF WAY MACHINES - TRACK SUB-DEPARTMENT

19 Rank D-1

Power Shovels, Operators
Ditcher Spreader

\$40.74 \$61.11

Operators, when engaged exclu-
sively as ditching machines

\$39.85 \$59.78

NOTE: This rate not to apply when machine is used as a spreader or other
service - only when used exclusively as a ditching machine.

Crawler Crane, Operators;
Grandall off track machine,
Operators

\$39.59 \$59.39

BMW / NSR - RATES OF PAY EFFECTIVE JULY 1, 2025
4.0% GWI

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NOTE: Certain of the above machines designated as power shovels and crawler cranes are provided with two types of booms and are therefore dual purpose machines. When equipped with shovel boom and dipper, the machine is a power shovel, but when equipped with a crane boom, the machine is a crawler crane. Rates above provided apply to the type of machine operated; therefore, when a machine operator is used to operate machine equipped with a shovel boom and dipper, his rate of pay is that established for operators of power shovels, but when utilized to operate a machine equipped with crane boom, his rate is that established for operators of crawler cranes.

20 Rank D-2

CURRENT RATE	TIME & 1/2
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Tractor Operators (including
handling Le Tourneau or other
Scrape Wagon, Bulldozer,
Angledozer, Rooter, Sheepfoot
Roller or other similar equipment)

\$38.83 \$58.25

Toumapull Earth Mover Oprs.

\$38.83 \$58.25

Krank Kars (small crane) Oprs.

\$38.83 \$58.25

Motor Grader Operators

\$38.83 \$58.25

21 Rank D-3

Helpers on Gasoline and Diesel
Power shovels and cranes

\$35.34 \$53.01

DRAWBRIDGE TENDERS SUB-DEPARTMENT

22 Rank E-1

Drawbridge Tenders, except as
indicated below:

\$36.80 \$55.20

BMWE / NSR - RATES OF PAY EFFECTIVE JULY 1, 2025
4.0% GWI

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	CURRENT RATE	TIME & 1/2
AGS		
McClure, Ala. (Warrior River)	\$37.09	\$55.64
Epes, Ala. (Tombigbee River)	\$37.09	\$55.64
NO&NE		
Lake Ponchartrain Trestle, La.		
Seabrook, La. (Industrial Canal)		
Pearl River, La.	\$37.09	\$55.64
The listing of certain positions in this appendix by location or otherwise shall not be construed to prevent the abolishment of any such positions at any time Management desires to do so.		
TRACK SUB-DEPARTMENT		
23 Rank F-1		
Sand Driers	\$35.80	\$53.70
NOTE: Cooks (CofGA and S.E. Region)(pursuant to Implementing Agreement dated August 18, 1972):	\$35.54	\$53.31

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
MACHINE OPERATORS, ASSISTANTS, HELPERS & LABORERS
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

EASTERN REGION

JOB CODE	OCCUPATION	RATE
720	Machine Laborer (Helper) (Norfolk Terminal, Norfolk and Winston Districts	\$35.97
725	Machine Laborer (Helper) (Shenandoah and Radford Districts, Roanoke Trml	\$36.05
730	Machine Laborer (Helper) (Pocahontas and Scioto Divisions)	\$36.23
739	Helper - Truck Crane	\$36.62
741	Helper - Machine Shovel	\$36.87
837	Roadway Machine Repair - Helper	\$36.93
701	Adzer	\$37.54
724	Assistant Crane Operator	\$37.54
838	Cribbing Machine	\$37.54
769	Power Unit Operator	\$37.54
839	Pre-Guage Operator	\$37.54
778	Rail Slotting Machine Operator	\$37.54
785	Spike Puller Operator	\$37.54
788	Surface Grinder Operator	\$37.54
792	Tie Bed Scarifier Operator (Fairmont)	\$37.54
801	Tie Remover and Inserter Operator	\$37.54
823	Weed Mowing Machine Operator	\$37.54
856	Spike Pick-Up Machine	\$37.54
857	Rail Lifter	\$37.54
708	Ballast Regulator Operator (PRR)	\$37.94
727	Cribex Machine Operator (PRR)	\$37.94
734	Gauging Machine Operator (PRR)	\$37.94
737	Grouting Machine (PRR)	\$37.94
763	Power Tie Adzer (PRR)	\$37.94
768	Power Track Wrench (PRR)	\$37.94
771	Power Unit Operator (PRR)	\$37.94
779	Rail Slotting Machine Operator (PRR)	\$37.94
786	Spike Puller (Power) (PRR)	\$37.94
789	Surface Grinder Operator (PRR)	\$37.94
796	Tie Bed Scarifier Operator (PRR)	\$37.94
802	Tie Remover and Inserter Operator (PRR)	\$37.94
808	Track Liner Operator (PRR)	\$37.94
824	Weed Mowing Machine Operator (PRR)	\$37.94
710	Anchor Tightner	\$38.18
766	Power Tie Saw	\$38.18
794	Tie Bed Scarifier Operator (Kershaw & Nordberg)	\$38.18
744	Jordan Spreader Operator	\$38.49
844	Anchor Magnet Operator	\$38.56
702	Auto Spiker Operator	\$38.56
703	Backhoe Operator	\$38.56
704	Ballast Cleaning Operator	\$38.56
845	Ballast Equalizer	\$38.56
707	Ballast Regulator	\$38.56
843	Bridge Tie Crane	\$38.56
715	Broom Operator - Double	\$38.56
846	Buffalo Operator (Rail Gang Machine)	\$38.56
711	Bulldozer Operator	\$38.56
714	Burro Crane Operator	\$38.56
753	Car Mover (Push Car)	\$38.56
726	Cribex Machine Operator	\$38.56
728	Dual Brush Cutter Operator	\$38.56
841	Dump Truck Operator	\$38.56
847	Excavator Operator	\$38.56
840	Farm Tractor - Fence	\$38.56
729	Front End Loader Operator	\$38.56
735	Gradall Operator	\$38.56
738	Grouting Machine Operator	\$38.56
750	Guage Spiker Operator (Norsburg)	\$38.56
733	Guaging Machine Operator	\$38.56

JOB CODE	OCCUPATION	RATE
848	Little Giant Crane Operator	\$38.56
745	Lucky Loader Operator	\$38.56
849	Multi-Crane Operator	\$38.56
747	Multiple Tamper Operator (N&W)	\$38.56
757	Power Rail Anchor Operator	\$38.56
764	Power Tie Handler Operator	\$38.56
767	Power Track Wrench	\$38.56
	Lag Screw Machine Operator	\$38.56
772	Pumpcrete Machine Operator	\$38.56
775	Rail Heater Operator	\$38.56
850	Rail Pick-up Train Operator	\$38.56
781	Snow Blower - Jet Type	\$38.56
782	Speed Swing Operator	\$38.56
784	Speno Rear End Operator	\$38.56
851	Spike Loading Machine	\$38.56
852	Standard Gauge Threader	\$38.56
829	Switch Tie Inserter Operator	\$38.56
830	Switch Undercutter	\$38.56
805	TKO - Tie Inserter/Remover Operator	\$38.56
810	Tie Crane	\$38.56
799	Tie Destroyer Machine Operator	\$38.56
853	Tie Plate Loading Machine Operator	\$38.56
800	Tie Plugger Operator	\$38.56
854	Tie Shear Operator	\$38.56
807	Track Liner Shifter Operator (with wire attachment)	\$38.56
811	Tractor Low Boy - (Tractor Trailer) Operator	\$38.56
842	Tunnel Ditcher Operator	\$38.56
822	Vacuum Truck Operator	\$38.56
855	Walking Spiker	\$38.56
826	Yard Cleaning Machine Operator	\$38.56
716	Clamshell Operator	\$38.74
723	Crane Operator	\$38.74
783	Speno Front End Operator	\$38.74
818	Tractor Shovel Operator (Under Three-Fourths Yard)	\$38.74
752	Pile Driver Engineer (Norfolk Terminal and Pocahontas Region)	\$39.05
706	Ballast Cleaning (PRR)	\$39.15
712	Bulldozer Operator (PRR)	\$39.15
718	Clamshell Operator (Single Line) (PRR)	\$39.15
721	Crane Operator (Single Line) (PRR)	\$39.15
809	Track Shifter Operator (PRR)	\$39.15
814	Tractor Shovel Operator (Single Line) (PRR)	\$39.15
817	Tractor Shovel Operator (Three-fourths to one yard - 11060-12091-15122-16143-19084-16101-16167-19091)	\$39.15
821	Truck Crane Operator (Single Line) (PRR)	\$39.15
819	Truck Crane Operator	\$39.47
816	Tractor Shovel Operator (One and one-half yards and over - 11088-15047)	\$39.55
836	Roadway Machine Repairman	\$39.60
705	Backhoe (PRR)	\$39.63
717	Clamshell Operator (Double Line) (PRR)	\$39.63
719	Crane Operator (Double Line) (PRR)	\$39.63
731	Front End Loader (PRR)	\$39.63
746	Jordan Spreader Operator (PRR)	\$39.63
748	Multiple Tamper Operator (PRR)	\$39.63
754	Pile Driver Engineer (PRR)	\$39.63
813	Tractor Shovel Operator (Double Line) (PRR)	\$39.63
820	Truck Crane Operator (Double Line) (PRR)	\$39.63
827	Yard Cleaning Machine Operator (PRR)	\$39.63
834	Roadway Machine Repairman	\$39.93
751	Pile Driver Engineer (Atlantic Region)	\$40.13
833	Roadway Machine Repairman - Lead	\$40.32

**NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)**

EXTRA GANG FORCES

EASTERN REGION

JOB CODE	OCCUPATION	RATE
	Foreman - 40 men or more	\$39.93
	Foreman - 20 men and less than 40 men	\$39.74
	Foreman - 20 men and less	\$39.51
	Foreman, Assistant	\$38.99
	Foreman, Apprentice	\$38.15
	Laborers, Norfolk Terminal, Norfolk Division and Winston District (Roadway Machines)	\$35.97
	Laborers, Shenandoah District and Radford Division - Roanoke Terminal (Roadway Machines)	\$36.05
	Laborers, Pocahontas and Scioto Divisions (Roadway Machines)	\$36.23
	Laborers (PRR)	\$36.36

**NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)**

BRIDGE AND BUILDING FORCES

EASTERN REGION

JOB CODE	OCCUPATION	RATE
	Carpenter Foreman	\$40.40
	Carpenter Foreman (Norfolk Terminal)	\$40.81
	Carpenter Foreman (PRR)	\$42.22
	Carpenter Foreman (CF03)	\$40.76
	Carpenter Foreman, Assistant	\$39.92
	Carpenter Foreman, Assistant (Norfolk Terminal)	\$40.31
	Carpenter Foreman, Assistant (PRR)	\$40.88
	Carpenter (PRR)	\$39.63
	Carpenter, First Grade	\$38.92
	Carpenter, Second Grade	\$38.71
	Carpenter, Third Grade	\$38.56
	Carpenter Helper	\$36.87
	Mason Foreman	\$40.81
	Mason	\$39.69
	Mason Helper	\$37.11
	Paint Foreman	\$40.23
	Painter	\$38.83
	Painter Helper	\$37.36
	Carpenter Foreman (Rad. Div. only)	\$41.14

**NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)**

MISCELLANEOUS EMPLOYEES

EASTERN REGION

OCCUPATION	RATE
Cooks, Camp Car	\$35.84
Cooks, Camp Car (PRR)	\$38.69
Drawtenders: Norfolk Terminal	\$36.23
Drawtenders: Norfolk Terminal (Prorata)	\$35.97
Pumpers: East of Williamson	\$36.04
Pumpers: West of Williamson	\$36.39
Roadway Machine Repairman, Leading	\$40.32
Roadway Machine Repairman	\$39.93
Roadway Machine Repairman	\$39.60
Roadway Machine Repairman Helper	\$36.93
Tinner	\$38.95
Welder	\$38.83
Welder (PRR)	\$40.19
Welder Helper	\$35.28

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

SECTION FORCES - Sheet 1

EASTERN REGION

SEC.	LOCATION	ORG	BASE HOURS CODE	SECTION FOREMAN RATE
1	Norfolk, VA	1113		\$39.74
1	Norfolk, VA	1113		
2	Norfolk, VA	1123		\$39.74
2	Norfolk, VA	1123		
1	Suffolk, VA	2113		\$39.74
1	Suffolk, VA	2113		
2	Petersburgh, VA	2123		\$39.74
1	Crewe, VA	2213		\$39.74
2	Pamplin, VA	2223		\$39.74
1	Kinney, VA	2313		\$39.74
1	Cullen, VA	2513		\$39.74
1	Cullen, VA	2513	(V)	\$39.74
2	Altavista, VA	2523		\$39.74
2	Altavista, VA	2523		
3	Goodview, VA	2533		\$39.74
3	Goodview, VA	2533	(V)	\$39.21
1	Franklin, VA	2703		\$39.74
1	Rocky Mount, VA	3313		\$39.74
2	Winston Salem, NC	3323		\$39.74
1	Roanoke, VA	4113		\$39.96
2	Roanoke, VA	4123		\$39.74
1	Christiansburg, VA	5113		\$39.74
1	Christiansburg, VA	5113		
2	Salem, VA	5133		\$39.74
1	Eggleston, VA	5213		\$39.74
2	Oakvale, WV	5223		\$39.74
2	Oakvale, WV	5223		
1	Princeton, WV	11113		\$40.36
1	Princeton, WV	11113	(V)	\$39.57
2	Mullens, WV	11123		\$39.74
2	Mullens, WV	11123	(V)	\$39.57
1	Bluefield, WV	12113		\$39.96

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

SECTION FORCES - SHEET 2

EASTERN REGION

SEC.	LOCATION	ORG	BASE HOURS CODE	ASSISTANT FOREMAN RATE
1	Norfolk, VA	1113		\$39.03
1	Norfolk, VA	1113		
2	Norfolk, VA	1123		\$39.03
2	Norfolk, VA	1123		
1	Suffolk, VA	2113		\$38.60
1	Suffolk, VA	2113	(V)	\$37.99
2	Petersburgh, VA	2123		\$39.03
1	Crewe, VA	2213		\$39.03
2	Pamplin, VA	2223		\$38.60
1	Kinney, VA	2313		\$39.03
1	Cullen, VA	2513		\$38.60
1	Cullen, VA	2513	(V)	\$37.99
2	Altavista, VA	2523		\$38.60
2	Altavista, VA	2523		
3	Goodview, VA	2533		\$38.60
3	Goodview, VA	2533	(V)	\$37.99
1	Franklin, VA	2703		
1	Rocky Mount, VA	3313		\$38.60
2	Winston Salem, NC	3323		\$39.03
1	Roanoke, VA	4113		\$39.03
2	Roanoke, VA	4123		\$39.03
1	Christiansburg, VA	5113		\$38.60
1	Christiansburg, VA	5113		
2	Salem, VA	5133		\$38.60
1	Eggleston, VA	5213		\$38.60
2	Oakvale, WV	5223		\$38.60
2	Oakvale, WV	5223		
1	Princeton, WV	11113		\$38.60
1	Princeton, WV	11113		
2	Mullens, WV	11123		\$38.60
2	Mullens, WV	11123	(V)	\$37.99
1	Bluefield, WV	12113		\$39.03

(V)Denotes former Virginian Railroad rate.

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

SECTION FORCES - SHEET 3

EASTERN REGION

SEC.	LOCATION	ORG		LABORER RATE
1	Norfolk, VA	1113		\$35.97
1	Norfolk, VA	1113	(V)	\$35.84
2	Norfolk, VA	1123		\$35.97
2	Norfolk, VA	1123	(V)	\$35.84
1	Suffolk, VA	2113		\$35.97
1	Suffolk, VA	2113		
2	Petersburgh, VA	2123		\$35.97
1	Crewe, VA	2213		\$35.97
2	Pamplin, VA	2223		\$35.97
1	Kinney, VA	2313		\$35.97
1	Cullen, VA	2513		\$35.97
1	Cullen, VA	2513	(V)	\$35.84
2	Altavista, VA	2523		\$35.97
2	Altavista, VA	2523		\$35.84
3	Goodview, VA	2533		\$35.97
3	Goodview, VA	2533	(V)	\$35.84
1	Franklin, VA	2703		
1	Rocky Mount, VA	3313		\$35.97
2	Winston Salem, NC	3323		\$35.97
1	Roanoke, VA	4113		\$36.05
2	Roanoke, VA	4123		\$36.05
1	Christiansburg, VA	5113		\$36.05
1	Christiansburg, VA	5113	(V)	\$35.84
2	Salem, VA	5133		\$36.05
1	Eggleston, VA	5213		\$36.05
2	Oakvale, WV	5223		\$36.05
2	Oakvale, WV	5223	(V)	\$35.84
1	Princeton, WV	11113		\$36.23
1	Princeton, WV	11113		\$35.84
2	Mullens, WV	11123		\$36.23
2	Mullens, WV	11123	(V)	\$35.84
1	Bluefield, WV	12113		\$36.23

NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
 RATES EFFECTIVE - JULY 1, 2025
 (4.0% GWI)

SECTION FORCES - Sheet 1

EASTERN REGION

SEC.	LOCATION	ORG		SECTION FOREMAN RATE
1	Bluefield, WV	12113	(V)	\$39.36
2	Keystone, WV	12123		\$39.78
3	Wilco, WV	12133		\$39.74
4	Flat Top, WV	12143		\$39.74
1	laeger, WV	12313		\$39.74
2	Rift, WV	12323		\$39.74
3	Welch, WV	12333		\$39.74
1	Vedra, WV	12413		\$39.74
2	Williamson, WV	12423		\$39.96
3	Matewan, WV	12433		\$39.74
2	Dismal, VA	12523		\$39.74
3	Hurley, VA	12533		\$39.74
1	Richlands, VA	12613		\$39.74
2	Carbo, VA	12623		\$39.74
3	Norton, VA	12633		\$39.74
1	Andover, VA	12723		\$39.74
1	Nolan, WV	13113		\$39.74
2	Kermit, WV	13123		\$39.74
3	Cyrus, WV	13133		\$39.74
4	Wolf Creek, WV	13143		\$39.74
3	Glen Hayes, WV	13153		\$39.74
5	Kenova, WV	13163		\$39.74
1	Ironton, OH	13213		\$39.74
2	Portsmouth, OH	13223		\$39.96
1	Peebles, OH	13313		\$39.74
3	Clare, OH	13333		\$39.74
1	Marion, OH	13413	(PRR)	\$40.03
1	Marion, OH	13413		\$39.74
2	Carrothers, OH	13423		\$39.74

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

SECTION FORCES - Sheet 2

EASTERN REGION

SEC.	LOCATION	ORG	ASSISTANT FOREMAN RATE
1	Bluefield, WV	12113	
2	Keystone, WV	12123	\$38.60
3	Wilco, WV	12133	\$38.60
4	Flat Top, WV	12143	\$38.60
1	laeger, WV	12313	\$38.60
2	Rift, WV	12323	\$38.60
3	Welch, WV	12333	\$38.60
1	Vedra, WV	12413	\$38.60
2	Williamson, WV	12423	\$38.60
3	Matewan, WV	12433	\$38.60
2	Dismal, VA	12523	\$38.60
3	Hurley, VA	12533	\$38.60
1	Richlands, VA	12613	\$38.60
2	Carbo, VA	12623	\$38.60
3	Norton, VA	12633	\$38.60
1	Andover, VA	12723	
1	Nolan, WV	13113	\$38.60
2	Kermit, WV	13123	\$38.60
3	Cyrus, WV	13133	\$38.60
4	Wolf Creek, WV	13143	\$38.60
3	Glen Hayes, WV	13153	\$38.60
5	Kenova, WV	13163	\$38.60
1	Ironton, OH	13213	\$39.03
2	Portsmouth, OH	13223	\$39.03
1	Peebles, OH	13313	\$38.60
3	Clare, OH	13333	\$39.03
1	Marion, OH	13413	\$38.60
1	Marion, OH	13413	
2	Carrothers, OH	13423	\$38.60

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

SECTION FORCES - Sheet 3

EASTERN REGION

SEC.	LOCATION	ORG	LABORER RATE
1	Bluefield, WV	12113	
2	Keystone, WV	12123	\$36.23
3	Wilco, WV	12133	\$36.23
4	Flat Top, WV	12143	\$36.23
1	laeger, WV	12313	\$36.23
2	Rift, WV	12323	\$36.23
3	Welch, WV	12333	\$36.23
1	Vedra, WV	12413	\$36.23
2	Williamson, WV	12423	\$36.23
3	Matewan, WV	12433	\$36.23
2	Dismal, VA	12523	\$36.23
3	Hurley, VA	12533	\$36.23
1	Richlands, VA	12613	\$36.23
2	Carbo, VA	12623	\$36.23
3	Norton, VA	12633	\$36.23
1	Andover, VA	12723	\$36.23
1	Nolan, WV	13113	\$36.23
2	Kermit, WV	13123	\$36.23
3	Cyrus, WV	13133	\$36.23
4	Wolf Creek, WV	13143	\$36.23
3	Glen Hayes, WV	13153	\$36.23
5	Kenova, WV	13163	\$36.23
1	Ironton, OH	13213	\$36.23
2	Portsmouth, OH	13223	\$36.23
1	Peebles, OH	13313	\$36.23
3	Clare, OH	13333	\$36.23
1	Marion, OH	13413	(PRR) \$36.23
1	Marion, OH	13413	\$36.36
2	Carrothers, OH	13423	\$36.23

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NORFOLK & WESTERN RAILWAY COMPANY
 MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
 RATES EFFECTIVE - JULY 1, 2025
 (4.0% GWI)

SECTION FORCES - Sheet 1

EASTERN REGION

SEC.	LOCATION	ORG		SECTION FOREMAN RATE
2	Carrothers, OH	13423	B	\$40.03
3	Sandusky, OH	13433	B	\$40.81
3	Sandusky, OH	13433		
1	Chillicothe, OH	13513	B	\$39.74
2	Circleville, OH	13523	B	\$39.74
3	Joyce Avenue, OH	13533	B	\$39.96
		13443	B	\$39.74
		13443	B	\$40.03

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

**NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)**

SECTION FORCES - Sheet 2

EASTERN REGION

SEC.	LOCATION	ORG	ASSISTANT FOREMAN RATE
2	Carrothers, OH	13423 (PRR)	\$37.94
3	Sandusky, OH	13433 (PRR)	\$37.94
3	Sandusky, OH	13433	
1	Chillicothe, OH	13513	\$38.60
2	Circleville, OH	13523	\$38.60
3	Joyce Avenue, OH	13533	\$39.03
		13443	\$38.60
		13443	\$37.94

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

SECTION FORCES - Sheet 3

EASTERN REGION

SEC.	LOCATION	ORG	LABORER RATE
2	Carrothers, OH	13423	\$36.36
3	Sandusky, OH	13433	\$36.23
3	Sandusky, OH	13433	\$36.36
1	Chillicothe, OH	13513	\$36.23
2	Circleville, OH	13523	\$36.23
3	Joyce Avenue, OH	13533	\$36.23
		13443	\$36.23
		13443	\$36.36

(V) Denotes former Virginia Railroad Company rate.

(PRR) Denotes former Pennsylvania Railroad Company rate. (Sandusky District)

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

ROADWAY MATERIAL YARD EMPLOYEES

EASTERN REGION

ORG	OCCUPATION	RATE
66307	Crane Leader	\$36.36
66307	Crane Operator	\$38.74
66307	Laborers	\$36.05
66307	M. W. Mechanic Leader	\$39.60
66967	Planer Type Grinder Operator	\$38.18
66997	Roadway Machine Repairman	\$39.60
66307	Utility Helper	\$36.87
66307	Utility Mechanic	\$38.74
66307	M. W. Mechanic	\$39.43
66997	Roadway Machine Repairman Leader	\$40.32
66997	Roadway Machine Repairman	\$39.60
66307	Utility Helper	\$36.87
66307	Utility Mechanic	\$38.74

NORFOLK AND WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
NORTHERN REGION
RATES EFFECTIVE - JULY 1, 2025
(4.0% GWI)

BRIDGE & BUILDING SUB-DEPARTMENT	RATE
Bridge Inspector	\$40.40
B&B Foreman	\$40.40
Asst. B&B Foreman	\$39.92
B&B Mechanic	\$38.92
B&B Helper	\$36.87
B&B Plumber Foreman	\$40.40
Asst. B&B Plumber Foreman	\$39.92
B&B Plumber	\$38.92
B&B Plumber Helper	\$36.87
Structural Welder	\$38.83
Structural Welder Helper	\$36.87
TRACK SUB-DEPARTMENT	
Track Foreman - Section	\$39.74
Track Foreman-Extra Gang (40 men or more)	\$39.93
Track Foreman-Extra Gang (21 men & less than 40)	\$39.74
Track Foreman-Extra Gang (20 men and less)	\$39.51
Asst. Track Foreman - Section	\$39.03
Asst. Track Foreman - Extra Gang	\$38.99
Trackman - Section	\$36.23
Trackman - Extra Gang	\$36.23
Lubricator Maintainer	\$36.23
Welder	\$38.83
Welder Helper	\$36.87
Roadway Machine Repairman	\$39.60
Roadway machine Repairman Helper	\$36.93
Bridge Operator	\$36.23
Camp Cook	\$35.84
Vehicle Operator	\$36.77
Machine Operators - Class 3	\$37.54
Boltmaster Joint Straightner, Track Liner, Handyman, Automatic Anchor Applier, Tie Spacer, Snow Flanger, Wood Burner or Rail heater, Brush Cutter, Tie Bed Scarifier/inserter, Tie Butt Pusher, Fairmont Tie Extruder-Larger, Wide Gauge Rail Threader-Dual Rail Gang, Standard Gauge Rail Threader-Dual Rail Gang, Cribber- Dual Rail Gang Gauge Spiker-Dual Rail Gang, Rail Gang air Compressor, Tie Destroyer, Snow Plow, Anchor Spreader, Anchor Adjuster, Plate Remover-Single, Plate Remover-Dual, Scrap Loader, Automatic Rail Lifter, Norberg Grabber Spike Puller	
Machine Operators - Class 2	\$38.56
Bulldozer, Front End Loader, Backhoe, Crossing Machine-Speedwing, Tampers (without auto raising & lining), Ballast Regulator, Road Grader, Tie Inserter or Injector, Yard Cleaner, Auto Track-Lorain (Manniz), Switch Undercutter, Plasser Cribber, Tie Handler, Tie Saw, Tie Shear, Brush Cutter (on track), Audigage, Jet Snow Blower, Double Broom, Ballast Compactor, Klipper Brushcutter, Tractor Brushcutter, Tie Exchanger, FEL, w/snow Blower, Adzers, Automatic Spikers, 4-Head Tie Drill, Norberg Automatic Lag Driver	
Machine Operators - Class 1	\$38.74
Locomotive Crane, Burro Crane, Crawler Crane, Truck Crane, Gradall- Hydraexcavator, Pile Driver, Production Tamper (with auto raising & lining), Jordan Spreader, Undercutter/Cleaner, Jimbo Material Handler, Track Stabilizer, Soil Test Machine, Car Mover, Multi-Cranes, Beihack Snow Blower, CAT Tamper	

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
(FORMER WABASH)
RATES EFFECTIVE - JULY 1, 2024
(4.0% GWI)

MACHINE OPERATORS

WESTERN REGION

JOB CODE	OCCUPATION	RATE
784	Ballast Discer Helper	\$36.23
833	Track Cleaner Helper	\$36.23
839	Weed Burner Helper	\$36.23
842	Weed Spray Helper	\$36.23
806	Mowing Machine Operator Helper	\$36.25
816	Grinder Operator Helper	\$36.58
787	Ballast Regulator Helper	\$36.93
789	Brush Cutter Helper	\$36.93
831	Tie Tamper Helper	\$36.93
814	Surface Grinder Operator (in gangs where three or more welders are engaged as a unit under a working Foreman)	\$38.49
		\$0.00
834	Tie Destroyer Operator	\$40.13
978	Air Compressor (Self Propelled)	\$38.82
783	Ballast Discer Operator	\$38.82
804	Mowing Machine Operator	\$38.82
808	Rail Heater Operator	\$38.82
813	Spike Puller Operator	\$38.82
822	Tie Broom Operator (Self Propelled)	\$38.82
977	Tie Plate Broom	\$38.82
975	Tie Plate Machine	\$38.82
826	Tie Plater Operator (Self Propelled)	\$38.82
780	Bolt Tightener (WAB)	\$38.82
779	Anchor Applicator Operator	\$39.21
973	Anchor Tightener	\$39.21
819	Tie Bed Scarifier	\$39.21
828	Tie Tamper Operator	\$39.21
838	Weed Burner Operator	\$39.21
841	Weed Spray Operator	\$39.21
812	Roadway Equipment Repairman	\$39.43
792	Burro Crane Operator (15 Model)	\$39.51
781	Automatic Tie Spiker Operator	\$40.03
782	Back Hoe Operator	\$40.03
785	Air Compressor Operator	\$40.03
786	Ballast Regulator Operator	\$40.03
788	Brush Cutter Operator	\$40.03
791	Bulldozer Operator	\$40.03
793	Burro Crane Operator (30 and 40 Model)	\$40.03
800	Car Mover	\$40.03
794	Cribex Operator	\$40.03
974	Double Broom (Ballast Regulator)	\$40.03
796	Drag Line Operator	\$40.03
797	Front End Loader Operator	\$40.03

MACHINE OPERATORS (CONTINUED)**WESTERN REGION**

JOB CODE	OCCUPATION	RATE
795	Gradall	\$40.03
798	Jordan Spreader Operator	\$40.03
799	Locomotive Crane Operator (30 Ton and Under)	\$40.03
802	Mobile Crane Operator (HY-Rail)	\$40.03
803	Motor Patrol Operator	\$40.03
979	Nordberg Dual Spiker	\$40.03
988	Lucky Loader	\$40.03
807	Rail Flaw Detector Operator	\$40.03
809	Rail Plant Drill Operator	\$40.03
811	Rail Plant Saw Operator	\$40.03
810	Speed Swing	\$40.03
815	Spiker	\$40.03
966	Tamper - Electromatic	\$40.03
980	Tie Axe Operator	\$40.03
821	Tie Bed Scarifier Inserter Operator	\$40.03
823	Tie Crane Operator	\$40.03
818	Tie Down Operator	\$40.03
824	Tie Exterminator Operator	\$40.03
976	Tie Remover and Inserter	\$40.03
827	Tie Saw Operator	\$40.03
829	Tie Tamper Operator (Self-Raising and Switch Tamper)	\$40.03
832	Track Cleaner Operator	\$40.03
836	Track Gager Operator	\$40.03
837	Track Liner Operator	\$40.03
801	Locomotive Crane Operator (Over 30 Ton)	\$40.97
817	Pile Driver Operator	\$40.97
	Bridge Tender Foreman	\$36.00
	Bridge Tender	\$35.96
	Cooks, Camp Car	\$36.94
	Cooks, Assistant, Camp Car	\$36.39
	Highway Crossing Watchman	\$35.84
	Highway Crossing Watchman	\$35.95
47363	Lampman - Section #129 - North Kansas City	\$36.23
	Welder (Gas and Electric)	\$39.59
	Welders (IT) 45987	\$41.34
	Welder Helper (Gas and Electric)	\$36.93
	Working Welder Foreman (In Rail and Welding Gangs where three or more Welders are engaged as a unit)	\$40.78

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT - SECTION FOREMEN RATES
(FORMER WABASH)
RATES EFFECTIVE - JULY 1, 2024
(4.0% GWI)

SECTION FORCES				WESTERN REGION
JOB CODE	LOCATION	SEC.	ORG	RATE
	Detroit, MI	1	41113	\$39.51
	Delray, MI	2	41123	\$39.51
	Oakwood, MI	3	41133	\$39.51
	Adrain, MI	8	42133 (A)	\$40.54
	Ft. Wayne, IN	13	42233 (A)	\$40.54
	No. Liberty, IN	34	42433 (A)	\$40.54
	Lafayette, IN	20	44133 (A)	\$40.54
	Decatur, IL	67	44253	\$39.51
	Springfield, IL	71	44293	\$39.51
	Jacksonville, IL	73	44493 (A)	\$40.54
	Bloomington, IL	9	44783	\$40.04
	Gibson City, IL(IT)	55	44533 (A)	\$39.92
	Decatur, IL	27	44583 (A)	\$40.54
	Litchfield, IL	85	44643	\$40.54
	Allentown, IL (IT)	3	44693	\$39.51
	Danville, IL	24	44713	\$39.51
	Delmar Avenue, MO	102	45143	\$39.40
	Luther, MO	105	45173	\$39.51
	Edwdsvil, IL (IT)	25	45323	\$40.54
	Alton, IL (IT)	6	45343	\$39.51
	Gmte City, IL (IT)	10	45363	\$39.51
	Mexico, MO	113	46143 (A)	\$40.54
	Moberly, MO	121	46263	\$39.51
	Kirksville, MO	132	46533 (A)	\$40.54
	Kansas City, MO	129	47363	\$39.51

(A) Denotes Foreman - Track Inspector. All others are titled Section Foreman.

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT - ASSISTANT FOREMEN RATES
(FORMER WABASH)
RATES EFFECTIVE - JULY 1, 2024
(4.0% GWI)

SECTION FORCES				WESTERN REGION
JOB CODE	LOCATION	SEC.	ORG	RATE
	Detroit, MI	1	41113	\$37.74
	Delray, MI	2	41123	\$37.54
	Oakwood, MI	3	41133	\$37.54
	Adrain, MI	8	42133	\$37.54
	Ft. Wayne, IN	13	42233	\$37.54
	No. Liberty, IN	34	42433	\$37.54
	Lafayette, IN	20	44133	\$37.54
	Decatur, IL	67	44253	\$37.54
	Springfield, IL	71	44293	\$37.54
	Jacksonville, IL	73	44493	\$37.54
	Bloomington, IL	9	44783	\$38.16
	Gibson City, IL(IT)	55	44533	
	Decatur, IL	27	44583	
	Litchfield, IL	85	44643	\$37.54
	Allentown, IL (IT)	3	44693	
	Danville, IL	24	44713	\$37.54
	Delmar Avenue, MO	102	45143	\$37.54
	Luther, MO	105	45173	\$37.54
	Edwdsvil, IL (IT)	25	45323	
	Alton, IL (IT)	6	45343	\$37.54
	Gmte City, IL (IT)	10	45363	\$37.54
	Mexico, MO	113	46143	\$37.54
	Moberly, MO	121	46263	\$37.54
	Kirksville, MO	132	46533	\$37.54
	Kansas City, MO	129	47363	\$37.74

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NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT - LABORER RATES
(FORMER WABASH)
RATES EFFECTIVE - JULY 1, 2024
(4.0% GWI)

SECTION FORCES

WESTERN REGION

JOB CODE	LOCATION	SEC.	ORG	RATE
	Detroit, MI	1	41113	\$36.62
	Delray, MI	2	41123	\$36.62
	Oakwood, MI	3	41133	\$36.62
	Adrain, MI	8	42133	\$36.23
	Ft. Wayne, IN	13	42233	\$36.95
	No. Liberty, IN	34	42433	\$35.99
	Lafayette, IN	20	44133	\$35.99
	Decatur, IL	67	44253	\$36.23
	Springfield, IL	71	44293	\$36.23
	Jacksonville, IL	73	44493	\$35.99
	Bloomington, IL	9	44783	\$36.33
	Gibson City, IL(IT)	55	44533	\$35.99
	Decatur, IL	27	44583	\$35.99
	Litchfield, IL	85	44643	\$35.99
	Allentown, IL (IT)	3	44693	\$36.23
	Danville, IL	24	44713	\$36.23
	Delmar Avenue, MO	102	45143	\$36.23
	Luther, MO	105	45173	\$36.23
	Edwdsvil, IL (IT)	25	45323	\$36.23
	Alton, IL (IT)	6	45343	\$36.23
	Gmte City, IL (IT)	10	45363	\$36.23
	Mexico, MO	113	46143	\$35.97
	Moberly, MO	121	46263	\$35.97
	Kirksville, MO	132	46533	\$35.97
	Kansas City, MO	129	47363	\$35.97

NORFOLK & WESTERN RAILWAY COMPANY
MAINTENANCE OF WAY/ENGINEERING DEPARTMENT
(FORMER WABASH)
RATES EFFECTIVE - JULY 1, 2024
(4.0% GWI)

WESTERN REGION

EXTRA GANG FORCES

JOB CODE	OCCUPATION	RATE
	Foreman, System Rail Gang	\$40.36
	Foreman, Division Extra Gang	\$40.36
	Foreman, Extra Gang	\$40.04
	Foreman, Fence Gang	\$38.82
	Foreman, Assistant Gang	\$37.74
	Foreman, Apprentice	\$38.15
	Laborers, Extra Gang	
	Foreman, Assistant Gang	\$37.74
	Foreman, Apprentice	\$38.15
	Laborers, Extra Gang	
	Paid Regular Section Laborers rate where working	

BRIDGE AND BUILDING FORCES

	Carpenter Foreman	\$41.54
41517	Carpenter Foreman	\$41.49
43517	Carpenter (Lead)	\$38.86
	Carpenter	\$38.49
	Carpenter Helper	\$36.62
	Painter Foreman	\$41.06
42817	Painter (Lead) (In gangs having seven Painters and Helpers)	\$38.83
	Painter	\$38.49
	Painter Helper	\$36.62