

**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
-----------------	---------------

\$40.88	\$61.32
---------	---------

\$39.74	\$59.61
---------	---------

\$38.75	\$58.13
---------	---------

**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**

Page 3

8 Rank A-4

CURRENT RATE	TIME & 1/2
-----------------	---------------

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

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

**Page 4**

	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
<b>BRIDGE AND BUILDING SUB-DEPARTMENT</b>		
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**

Page 5

16 Rank B-6

Cooks in Bridge and Building  
Department

CURRENT RATE	TIME & 1/2
-----------------	---------------

\$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**

Page 6

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
-----------------	---------------

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**

Page 7

		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