

Synopsis of Tentative National Contract
Between UTU
and National Carriers' Conference Committee

Document "A"
(other than Yardmasters)

Article I – Wages

July 1, 2005	2.5%
July 1, 2006	3.0%
July 1, 2007	3.0%
July 1, 2008	4.0%
July 1, 2009	4.5%

Article II – Optional Alternative Compensation Program

A Carrier or organization may propose alternative compensation agreements for consideration by the other party. Such arrangements may include stock options, stock grants, bonus based programs based on carrier performance and 401(k) plans. The proposed agreement(s) may be implemented only by mutual agreement of the carrier and appropriate organization representative(s).

Article III – Cost-of-Living Payments

All cost-of-living allowance (COLA) payments made under the 2002 agreement on or after July 1, 2005 shall be recovered from the retroactive wage increase payments made under Article I.

COLA payments at the conclusion of this Agreement period shall become applicable January 1, 2011, and each six (6) months thereafter, in the same manner as in the past agreement.

Article IV – Health and Welfare

- The Managed Medical Care Program (MMCP) will be expanded into those areas where it is not currently available and defined by geographic area. Members living in those areas ("white spaces") will have the choice between MMCP and the Comprehensive Health Care Benefit (CHCB).
- Employees living in currently defined MMCP areas, but who have elected the CHCB program, must enroll in MMCP.

- “Nationwide market reciprocity” for MMCP enrollees is established so that a person enrolled in MMCP with United Healthcare, for example, can receive “in-network” MMCP benefits in any area so long as there are point-of-service UCH providers in that area.
- The Basic Health Care Benefit (BHCB) is eliminated.
- Cochlear implant coverage is added as a Plan benefit.
- Effective January 1, 2010, all newly hired employees will be covered for health plan benefits on the first day of the month following the month in which they first render service (7-day rule applies).

MMCP

- \$20.00 co-pay for “in-network” office visits to a provider in general practice or who specializes in pediatrics, obstetrics-gynecology, family practice or internal medicine, and \$35.00 for any other provider.
- \$50.00 co-pay for “in-network” emergency room visit, \$25.00 if definition of “emergency” is met and no hospital admission, and no charge if admitted to the hospital.
- “Out-of-Network” annual deductible will be \$300.00 per individual and \$900.00 per family.
- “Out-of-Network” annual out-of-pocket maximum will be \$2,000 per individual and \$4,000 per family.

CHCB

- The annual deductible will be \$200.00 per person and \$400.00 per family.
- The annual out-of-pocket maximum will be \$2,000 per person and \$4,000 per family.

Prescription Drugs

21-day retail benefit

Generic - \$10.00

Brand (formulary) - \$20.00

Brand (non-formulary) - \$30.00

Where generic drugs are available alternatives, Physician prescription must be "dispense as written" to allow brand name medication at brand name co-pays.

Up to 90-day Home Delivery

Generic - \$20.00

Brand (formulary) - \$30.00

Brand (non-formulary) - \$60.00

- New definition of "children" as "eligible Dependents" under the Plan, applicable to Dental and Vision Plans as well.
- Monthly employee cost-sharing contribution effective January 1, 2007 and January 1, 2008 will be \$166.25, which is equal to 15% of the carriers payment rate for the medical, dental and vision plans.

Effective January 1, 2009, the employee cost-sharing contribution will be 15% of the carriers monthly payment rate for those plans.

Effective January 1, 2010, the employee cost-sharing contribution will be the lesser of: 15% of the carriers 2010 monthly payment rate, or the greater of \$200.00 or the January 1, 2009 employee cost-sharing amount.

Effective January 1, 2011, the employee cost-sharing contribution will be determined on the same basis as under the past national agreement provisions.

Article V - Expenses Away From Home

Effective January 1, 2010, the meal allowance will be increased by \$2.00.

Article VI – Dues Check-off Agreements

All dues withheld by the railroads will be remitted to the UTU International Secretary-Treasurer.

Article VII – Information, Data and Financial Interactions

Direct deposit of any payments due employees from the railroad.

Article VIII – General Provisions

Neither party shall serve notice prior to November 1, 2009, requesting changes on matters contained in this agreement (not to become effective before January 1, 2010).

Contract period through December 31, 2009.

Document "B"
(Yardmasters)

Article I – Wages

July 1, 2005	2.5%
July 1, 2006	3.0%
July 1, 2007	3.0%
July 1, 2008	4.0%
July 1, 2009	4.5%

Article II – Optional Alternative Compensation Program

A Carrier or organization may propose alternative compensation agreements for consideration by the other party. Such arrangements may include stock options, stock grants, bonus based programs based on carrier performance and 401(k) plans. The proposed agreement(s) may be implemented only by mutual agreement of the carrier and appropriate organization representative(s).

Article III – Cost-of-Living Payments

All cost-of-living allowance (COLA) payments made under the 2002 agreement on or after July 1, 2005 shall be recovered from the retroactive wage increase payments made under Article I.

COLA payments at the conclusion of this Agreement period shall become applicable January 1, 2011, and each six (6) months thereafter, in the same manner as in the past agreement.

Article IV – Health and Welfare

- The Managed Medical Care Program (MMCP) will be expanded into those areas where it is not currently available and defined by geographic area. Members living in those areas ("white spaces") will have the choice between MMCP and the Comprehensive Health Care Benefit (CHCB).
- Employees living in currently defined MMCP areas, but who have elected the CHCB program, must enroll in MMCP.

- “Nationwide market reciprocity” for MMCP enrollees is established so that a person enrolled in MMCP with United Healthcare, for example, can receive “in-network” MMCP benefits in any area so long as there are point-of-service UCH providers in that area.
- The Basic Health Care Benefit (BHCB) is eliminated.
- Cochlear implant coverage is added as a Plan benefit.
- Effective January 1, 2010, all newly hired employees will be covered for health plan benefits on the first day of the month following the month in which they first render service (7-day rule applies).

MMCP

- \$20.00 co-pay for “in-network” office visits to a provider in general practice or who specializes in pediatrics, obstetrics-gynecology, family practice or internal medicine, and \$35.00 for any other provider.
- \$50.00 co-pay for “in-network” emergency room visit, \$25.00 if definition of “emergency” is met and no hospital admission, and no charge if admitted to the hospital.
- “Out-of-Network” annual deductible will be \$300.00 per individual and \$900.00 per family.
- “Out-of-Network” annual out-of-pocket maximum will be \$2,000 per individual and \$4,000 per family.

CHCB

- The annual deductible will be \$200.00 per person and \$400.00 per family.
- The annual out-of-pocket maximum will be \$2,000 per person and \$4,000 per family.

Prescription Drugs

21-day retail benefit

Generic - \$10.00

Brand (formulary) - \$20.00

Brand (non-formulary) - \$30.00

Where generic drugs are available alternatives, Physician prescription must be "dispense as written" to allow brand name medication at brand name co-pays.

Up to 90-day Home Delivery

Generic - \$20.00

Brand (formulary) - \$30.00

Brand (non-formulary) - \$60.00

- New definition of "children" as "Eligible Dependents" under the Plan, applicable to Dental and Vision Plans as well.
- Monthly employee cost-sharing contribution effective January 1, 2007 and January 1, 2008 will be \$166.25, which is equal to 15% of the carriers' payment rate for the medical, dental and vision plans.

Effective January 1, 2009, the employee cost-sharing contribution will be 15% of the carriers monthly payment rate for those plans.

Effective January 1, 2010, the employee cost-sharing contribution will be the lesser of: 15% of the carrier's 2010 monthly payment rate, or the greater of \$200.00 or the January 1, 2009 employee cost-sharing amount.

Effective January 1, 2011, the employee cost-sharing contribution will be determined on the same basis as under the past national agreement provisions.

Article V – Dues Check-off Agreements

All dues withheld by the railroads will be remitted to the UTU International Secretary-Treasurer.

Article VI – Information, Data and Financial Interactions

Direct deposit of any payments due employees from the railroad.

Article VII – Supplemental Retiree Medical Insurance Program

Effective January 1, 2010, carrier's shall contribute \$0.02 per hour of service worked by a Yardmaster to the insurance company that administers the prepaid retiree medical insurance program.

Effective January 1, 2011, carriers will divert \$0.05 per hour from the first COLA increase (1/1/2011) to the insurance program.

Article VIII – General Provisions

Neither party shall serve notice prior to November 1, 2009, requesting changes on matters contained in this agreement (not to become effective before January 1, 2010).

Contract period through December 31, 2009.