

Engineers

| Pay Area | 01 | 02 | 03 | 04 |
|---------------|--------|--------|--------|--------|
| Freight MR | 179.34 | 179.46 | 181.35 | 181.35 |
| Freight | 190.19 | 190.79 | 192.68 | 192.68 |
| Road Switcher | 228.84 | 229.18 | 231.07 | 231.07 |
| Wayfreight | 197.00 | 197.80 | 199.70 | 199.70 |
| Yard | 239.90 | 239.90 | N/A | 239.90 |
| Work Train | 190.19 | 203.61 | 205.51 | 205.51 |

Conductors

| Pay Area | 01 | 02 | 03 | 04 |
|---------------|--------|--------|--------|--------|
| Freight | 163.38 | 163.38 | 164.74 | 163.38 |
| Road Switcher | 209.05 | 209.12 | 210.48 | 209.12 |
| Wayfreight | 170.79 | 170.78 | 172.14 | 170.78 |

Brakemen

| Pay Area | 01 | 02 | 03 | 04 |
|---------------|--------|--------|--------|--------|
| Freight | 143.71 | 143.71 | 145.76 | 144.42 |
| Road Switcher | 180.82 | 180.87 | 182.92 | 181.58 |
| Wayfreight | 149.56 | 149.59 | 151.64 | 150.30 |

Required Brakeman

| Pay Area | 01 | 02 | 03 | 04 |
|---------------|--------|--------|--------|--------|
| Freight | 150.90 | 150.90 | 152.98 | 151.64 |
| Road Switcher | 189.86 | 188.35 | 190.44 | 189.10 |
| Wayfreight | 157.03 | 157.06 | 159.16 | 157.82 |

Trainmen Yard

| All Pay Areas | Hourly Jan 1/09 | Daily Jan 1/09 | Hourly Jan2/09 | Daily Jan 2/09 |
|---------------|-----------------|----------------|----------------|----------------|
| Car Retarder | 29.833 | 238.664 | 30.083 | 240.66 |
| Foreman | 28.68 | 229.44 | 28.930 | 231.44 |
| Helper | 26.144 | 209.152 | 26.394 | 211.15 |
| Switchtender | 23.34 | 186.72 | 23.590 | 188.72 |
| P&C Foreman | 29.529 | 236.232 | 29.779 | 238.23 |
| P&C Helper | 27.033 | 216.264 | 27.283 | 218.26 |

All rates are at 100%

Pay Area 1 SOSA/MSA

Pay Area 2 NOSA/MBSA/SKSA/ABSA

Pay Area 3 Laggan Sub

Pay Area 4 BCISA/VSA

Note: If there's a discrepancy between these rates and Collective Agreement rates, Collective Agreement rates shall apply.

MQ Rates

| Yard Service | 1-Jan-2009 | 2-Jan-2009 |
|----------------------------|------------|------------|
| Foreman East & West | \$229.44 | \$ 231.44 |
| Helper East & West | \$209.15 | \$ 211.15 |
| P&C Foreman East & West | \$236.23 | \$ 238.23 |
| P&C Helper East | \$216.24 | \$ 218.24 |
| P&C Helper West | \$216.27 | \$ 218.27 |
| Car Retarder Operator East | \$238.78 | \$ 240.78 |
| Car Retarder Operator West | \$238.66 | \$ 240.66 |
| Intermodal - Coquitlam | \$262.15 | \$ 264.15 |
| Intermodal - Calgary | \$246.23 | \$ 248.23 |

| Road Service | 1-Jan-2009 | 2-Jan-2009 |
|-----------------------------|------------|------------|
| CO Roadswitcher West & East | \$226.78 | \$ 226.78 |
| BK, Roadswitcher East&West | \$202.21 | \$ 202.21 |
| Conductor, Freight East | \$223.26 | \$ 223.26 |
| Conductor, Freight West | \$206.89 | \$ 206.89 |
| Brakeperson, Freight East | \$196.35 | \$ 196.35 |
| Brakeperson, Freight West | \$182.34 | \$ 182.34 |
| Conductor, Commuter West | \$290.54 | \$ 290.54 |

| CLASS OF SERVICE (Engineers)* | 1-Jan-2009 | 2-Jan-2009 |
|---------------------------------|------------|------------|
| Yard Service East & West | \$237.98 | \$ 239.98 |
| Roadswitcher East & West | \$248.20 | \$ 248.20 |
| Freight East & West | \$237.64 | \$ 237.64 |
| Intermodal Engineer - Coquitlam | \$285.42 | \$ 287.42 |
| Intermodal Engineer - Calgary | \$269.53 | \$ 271.53 |
| Commuter Engineer - Vancouver | \$334.19 | \$ 334.19 |

Other than MQ Rates (per hour)

| Yard Service | 1-Jan-2009 | 2-Jan-2009 |
|-------------------------|------------|------------|
| Foreman East & West | \$28.68 | \$ 28.93 |
| Helper East & West | \$26.15 | \$ 26.40 |
| P&C Foreman East & West | \$29.53 | \$ 29.78 |
| P&C Helper East & West | \$27.02 | \$ 27.27 |
| Intermodal - Coquitlam | \$32.80 | \$ 33.05 |
| Intermodal - Calgary | \$30.78 | \$ 31.03 |

| Road Service | 1-Jan-2009 | 2-Jan-2009 |
|-----------------------------|------------|------------|
| CO Roadswitcher East & West | \$28.35 | \$28.35 |
| BK, Roadswitcher East&West | \$25.28 | \$25.28 |
| Conductor, Freight East | \$27.92 | \$27.92 |
| Conductor, Freight West | \$25.87 | \$25.87 |
| Brakeperson, Freight East | \$24.56 | \$24.56 |
| Brakeperson, Freight West | \$22.79 | \$22.79 |

| CLASS OF SERVICE (Engineers)* | 1-Jan-2009 | 2-Jan-2009 |
|---------------------------------|------------|------------|
| Yard Service East & West | \$29.76 | \$ 30.01 |
| Roadswitcher East & West | \$31.04 | \$ 31.04 |
| Freight East & West | \$29.72 | \$ 29.72 |
| Intermodal Engineer - Coquitlam | \$35.67 | \$ 35.92 |
| Intermodal Engineer - Calgary | \$33.70 | \$ 33.95 |
| Commuter Engineer - Vancouver | \$41.78 | \$ 41.78 |