

May 18, 2018

Dear Sisters and Brothers,

This is another update on the implementation of the Railroad National Agreement. Please review the questions and answers below and share this information with your members. Thanks for your cooperation in this matter.

1. Q - When will the agreement go into effect?

A – The effective date of the agreement is May 8<sup>th</sup>, 2018.

2. Q – When will the pay raises be effective and put on my time card?

A – The pay increases will be effective on the dates found in the agreement: January 1, 2015 (which you are already getting), July 1, 2016, July 1, 2017, July 1, 2018, and July 1, 2019.

As to when the rates will go on the time cards, each railroad may handle this differently. We should know sometime next week how each railroad will be handling this and we will update you again. Remember, you will receive retroactive pay up until the date the new rate appears on your timecard.

3. Q - Will a person who has been dismissed from service from the railroad be entitled to retroactive pay?

A – No – a dismissed employee will not receive back pay. The only situation under which a dismissed employee will receive back pay is if that employee is subsequently reinstated to work through the grievance process, and then only if awarded back pay as a result of the reinstatement.

4. Q - If someone is currently employed and leaves before back pay is paid out, will they still receive their appropriate back pay?

A – Yes. Anyone who leaves the railroad for any reason whatsoever on or after May 8<sup>th</sup> will still receive their retroactive pay.

5. Q - When will the new insurance provisions go into effect?

A – The new insurance rates will be applied to all medical, prescription, and MHSA services rendered on or after May 21<sup>st</sup>, 2018.

This information will be posted on the IBEW webpage, Railroad section, on Monday morning. If you have any further questions, please don't hesitate to contact me at [Bill\\_Bohne@ibew.org](mailto:Bill_Bohne@ibew.org).

Fraternally and in Solidarity,

Bill Bohne, Jr.

Director – IBEW Railroad Department