

January 5, 2001

**PLEASE POST
ON
BULLETIN BOARDS**

To: BLE/UTU General Chairmen

Subject: Standard Pay for BLE/UTU Non Agreement Service

As you know, we have established a standard rate of pay for all Safety (UTU Safety Model, SENSE), Safety Training, Red Block and Operation Lifesaver activities.

Beginning January 2, 2001 the above named non-agreement services will be compensated at \$250.00 per day. We are happy to tell you that this will be an increase for most of the employees working in these non-agreement areas. In addition, employees will be compensated for normal or recognized hourly contributions to the ERISA fund, or the equivalent share value on a current basis for productivity fund, if applicable, under the collective bargaining agreement. Any future COLA increases will automatically be added.

This rule will not include any make whole payments, add on items and overtime or any other such items. However, there will be allowances for travel and meals within government guidelines and submitted receipts.

I wanted to let you know we have now implemented the rates since we have been working for some time to bring parity within the company for this type of service.

Thanks again for your help along the way.



cc: Michael Ward
Al Crown
Mike Cantrell
Jim Fallon
Ken Peifer
Howard Emerick
Susan Hamilton