



Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters

Tony D. Cardwell
President

Dale E. Bogart, Jr.
Secretary-Treasurer

December 8, 2023

ALL BMWED NATIONAL DIVISION & SYSTEM OFFICERS

Re: BMWED Cash and Non-Cash Compensation as of January 1, 2024

Dear Brothers and Sisters:

Attached for your information and use are the annual and monthly values attributed to cash and non-cash compensation accorded to Maintenance of Way Employees under the terms of the December 2, 2022, Imposed Agreement (Public Law 117-216) and statutory benefits provided by applicable Federal law, effective January 1, 2024.

The attached chart was constructed using a projected average straight time hourly rate of \$37.50 for the calendar year 2024. All figures are computed on the assumption of an employee working straight time only on a twelve (12) month no-furlough basis. Obviously, figures for taxes paid by the Carrier and employee towards Railroad Retirement will vary based upon each employee's actual hourly rate of pay and number of hours worked in any calendar year. The point of the chart is to provide a reasonable example of economic value provided to BMWED members under the terms of the National Agreement and Federal Law.

Please note that the values for the health insurance include the actual amounts paid by the Carriers to the various health insurance providers/administrators, including on-duty injury coverage. As you can see, those figures are greater than the amounts used to calculate the employee cost-sharing contributions.

If you have any questions regarding this circular, please contact Kevin Evanski, Executive Assistant to the President, at (248) 662-2604 /Kevine@bmwe.org or Zachary Wood, Director of Strategic Coordination and Research, at (248) 662-2614 /Zwood@bmwe.org.

Fraternally yours,

President

ZJW/alc
Opeiu-42

Enclosure

CC: A. Carr A. Anderson
K. Evanski R. Morrison
C. Ballew Z. Voegel
J. Joines Z. Wood
T. Kirby
All BMWED Designated FELA Counsel

41475 Gardenbrook Road
Novi, MI 48375-1328
Telephone 248.662.2660 Facsimile 248.662.2659
www.bmwe.org

COMPENSATION PACKAGE 2024

The following breakdown represents the estimated value of cash and non-cash compensation accruing to Maintenance of Way employees with an hourly wage of \$37.50 working straight time hours only during the entire calendar year.

PAID BY THE CARRIER	PER YEAR	PER MONTH
Wages	\$78,000.00	\$6,500.00
Railroad Retirement Tier I & Medicare (7.65%)*	\$5,683.15	\$473.60
Railroad Retirement Tier II (13.1%)*	\$9,731.92	\$810.99
Unemployment (RUIA) (2.15%)**	\$488.88	\$40.74
Railroad Employees' National Health & Welfare Plan***	\$24,111.12	\$2,009.26
Vision Plan	\$102.72	\$8.56
Dental Plan (GP-12000)	\$829.80	\$69.15
Retiree Health Plan (GA-46000)	\$587.40	\$48.95
Supplemental Sickness Benefits (GP-7000)	\$360.00	\$30.00
Off-Track Vehicle Insurance	\$5.40	\$0.45
Employee Cost-Sharing Health Insurance Contribution	- \$3,710.52	- \$309.21
Employee Railroad Retirement Tier I & Medicare (7.65%)*	- \$5,683.15	- \$473.60
Employee Railroad Retirement Tier II (4.9%)*	- \$3,640.18	- \$303.35
Total Employer Paid Cash, Non-Cash Compensation and Payroll Taxes Less Employee Cost-Sharing and Employee Payroll Taxes	\$106,866.54	\$8,905.55

- All Tier I and Tier II payments are based on the \$309.21 monthly cost-sharing payment being deducted prior to the calculation of payroll taxes.
- The RUIA tax rate is based upon each railroad's experience (the more claims for unemployment insurance, the higher the rate) and can vary from 0.65% to 12% of maximum monthly wage of \$1,895.00. For purposes of this chart, the figure of 2.15% is used. The actual rate for employees will vary by employer.
- Includes both foreign to occupation and on-duty coverage, life insurance, and accidental death and dismemberment coverage as well as the NRLC Administrative Fee and Monthly Inflow Factor.
- Off-Track Vehicle Insurance is based on the 2023 rate.