

ARTICLE I - WAGES

Section 1 - Lump Sum Payment

Each employee subject to this Agreement who rendered compensated service on a sufficient number of days during the calendar year 1991 to qualify for an annual vacation in the calendar year 1992 will be paid \$2,000. Those employees who rendered compensated service on an insufficient number of days during the calendar year 1991 to qualify for an annual vacation in the calendar year 1992 will be paid a proportional share of that amount. This Section shall be applicable solely to those employees subject to this Agreement who had an employment relationship as of the date of this Agreement, or who have retired or died on or subsequent to January 1, 1991. There shall be no duplication of lump sum payments by virtue of employment under an agreement with another organization.

NOTE: Yardmen shall be paid the lump sum payment by separate check no later than thirty (30) days subsequent to the effective date of this Agreement.

Section 2 - First General Wage Increase

Effective July 1, 1991, all standard basic hourly and daily rates of pay in effect on June 30, 1991, for employees represented by the United Transportation Union (y) (Yardmen) shall be increased by three (3) percent.

NOTE: Yardmen shall receive retroactive backpay commencing on July 1, 1991, through and including September 30, 1992, due in accordance with the provisions as set forth in Article I, Section 2, herein. The retroactive backpay shall be paid by separate check no later than thirty (30) days subsequent to the effective date of this Agreement.

Section 3 - Second General Wage Increase

Effective July 1, 1993, all standard basic hourly and daily rates of pay in effect on June 30, 1993, for employees represented by the United Transportation Union (y) (Yardmen) shall be increased in the amount of three (3) percent.

Section 4 - Third General Wage Increase

Effective July 1, 1994, all standard basic hourly and daily rates of pay in effect on June 30, 1994, for employees represented by the United Transportation Union (y) shall be increased in the amount of four (4) percent.

Section 5 - Standard Rates

The standard basic daily rates of pay produced by application of the increases provided for in this Article are set forth in **Appendix 1**, which is a part of this Agreement.

Section 6 - Application of Wage Increase

(a) In determining new hourly rates, fractions of a cent will be disposed of by applying the next higher quarter of a cent.

(b) Existing money differentials above existing standard daily rates shall be maintained.