

# Railroad Fact sheet

## Executive Compensation

Rollcall for 2016: \*as reported to shareholders and SEC (does not include retirement packages)

Union Pacific Railroad: -Lance M Fritz, Chairman & CEO- cash, stock and bonuses- \$9,956,806 -Cameron Scott, EVP & COO- cash, stock and bonuses- \$2,790,628

Norfolk Southern: -James A Squires, Chairman & CEO- cash, stock and bonuses- \$7,746,918 -Michael J Wheeler, EVP & COO- cash, stock, and bonuses- \$2,098,383

CSX: -Michael J Ward, (FORMER) Chairman & CEO-cash, stock and bonuses- \$12,016,727 -Cynthia M Sanborn, EVP & COO- cash, stock and bonuses- \$3,780,698

Kansas City Southern: -David J Ottersmeyer, President & CEO- cash, stock, and bonuses- \$5,873,553. - David L Starling, CEO- cash, stock and bonuses- \$6,351,311

## Railroads Profits

(since January 2015) as reported to shareholders through 2017 second quarter.

Union Pacific Railroad: 4.8 Billion for 2015, 4.2 Billion for 2016, and 2.3 Billion 2017 for a grand total of 11.3 BILLION dollars (with a B), operating ratio decline of 3%

Norfolk Southern: 1.556 Billion for 2015, 1.668 Billion for 2016, and 930 million 2017 for a grand total of 4.154 Billion dollars, operating ratio decline of 8.1%

CSX: 1.968 Billion for 2015, 1.714 Billion for 2016, and 872 Million 2017 for a grand total of 4.554 Billion dollars, operating ratio decline of 4.8%

Kansas City Southern: 804 Million for 2015, 819 Million for 2016, and 450 Million for 2017 for a grand total of 2.073 Billion Dollars, operating ratio decline of 7%

## Increased Costs to Employees

Business is Good! With operating ratio's shrinking to all-time lows shareholders are seeing the benefits in dollar signs. Why is January 2015 significant? January 1st 2015, is the date Railroad Collective Bargaining Agreements expired. Union employees have received no wage increase, no bonus, or added benefit in this time period. In reality employee healthcare monthly premium was increased by 15% as a cost of living provision from previous agreement. With a new round of bargaining underway the National Carrier's Conference Committee has proposed changes to employee healthcare plans.

-Individual Annual Deductible from \$200 to \$700, for a 250% increase

-Family Annual Deductible from \$400 to \$1400, for a 250% increase -PCP copay increase 25%, Specialist copay increase 43%, Urgent Care copay increase 25%, Emergency Room copay increase 67%

-Individual Out of pocket Max from \$1,000 to \$3,000 for a 200% increase

-Family Out of pocket Max from \$2,000 to \$6,000 for a 200% increase

-Generic Drug copay doubles -And your monthly premium will increase 20% by July 1, 2019

### **Rail Carrier Compensation Proposal**

But they will compensate with wage increases right?

- 4% wage increase when contract is signed

- 2% wage increase July 1, 2018

- 2% wage increase July 1, 2019

- NO BACKPAY

### **Conclusion**

As an organized labor force we feel this information be brought to light for membership. The men and women who shoulder the personal sacrifice to make these Railroads operate fluidly should not be used as pawns in an effort to fluff robust profit margins. In a work environment with increasingly anti-labor “work rules” and new policies we simply request solidarity of all crafts in demanding... healthcare NOT WEALTHCARE!