

S.J. Swiatek, General Chairman  
C.D. Fluke, Secretary  
C.A. Davis, Vice-Chairman



4707 College Blvd.  
Suite 108  
Leawood, KS 66211  
(816) 822-7453

**GO-009 (BNSF/ATSF Eastern Western Lines)**

July 1, 2025

LOCAL CHAIRMEN:

**Re: Rates of Pay**

Dear Sir and Brothers:

Enclosed is a copy of the Rates of Pay for conductors and brakemen effective July 1, 2025.

For your reference we are listing the territories as covered in the Rate Schedule:

Valley Territory:	Chicago to Ft. Madison, Ft. Madison to Kansas City to Newton, Newton to Dodge City; Wellington, Arkansas City, Amarillo and points covered by these home terminals
CO 2 <sup>nd</sup> & 4th District:	Raton to La Junta; Albuquerque to Las Vegas
CO 3 <sup>rd</sup> District:	Raton to Las Vegas
New Mexico:	Clovis – Belen, Carlsbad, El Paso
CO PDC District:	Pueblo to La Junta – Denver to Pueblo-Canon City Denver – Grand Junction - Salt Lake City
CO 1 <sup>st</sup> , AV, LLAGC:	La Junta to Dodge City to Amarillo
Slaton Territory:	Slaton – Amarillo, Slaton – Clovis, Slaton to Sweetwater

Separate Rate Tables are attached for both Conductor and Brakeman. If you find any errors, please contact us at once and we will correct them.

Please distribute the enclosed rates and/or make copies of the Rate Tables so they will be available for the membership.

Fraternally yours,

Scott J Swiatek  
General Chairman

**RATES OF PAY – July 1, 2025**

**COMBINATION EXTRA BOARD GUARANTEE**

**\$6,150.75**

**Daily Rate \$323.72 X 19 Days**  
**Lay off – Guarantee Reduced by 1/15 = \$410.05**

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**READY WORK BOARD GUARANTEE**

**\$5,228.13**

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**YARDMAN’S WEEKLY GUARANTEE**

**\$1,770.40**

**Engine Forman Rate \$354.08 X 5 Days**  
**Lay off – Guarantee Reduced by 1/7 = \$252.91**  
**Helper Rate \$340.20                      Ft. Brd. Ydm. \$383.58**

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**YARDMAN’S BI-WEEKLY GUARANTEE**

**\$4,248.95**

**Guarantee Rate \$283.26 X 15 Days**  
**Layoff-Guarantee Reduced by 1/11=\$386.29**

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**Conductor/Foreman/Brakeman/Helper Training Daily Rate:**

**\$250.26**

**Overtime After 12 Hours On-Duty Per Day, Or 48 Hours Per Week**

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**YARD RATES OF PAY EFFECTIVE 07/01/2025**

HOURS	MILES	4MAN	HELPER	FBYDMSTR
8:00	100	\$ 354.080	\$340.200	\$ 383.580
8:05	102	\$ 361.16	\$ 347.00	\$ 391.25
8:10	103	\$ 364.70	\$ 350.41	\$ 395.09
8:15	105	\$ 371.78	\$ 357.21	\$ 402.76
8:20	106	\$ 375.32	\$ 360.61	\$ 406.59
8:25	108	\$ 382.41	\$ 367.42	\$ 414.27
8:30	109	\$ 385.95	\$ 370.82	\$ 418.10
8:35	111	\$ 393.03	\$ 377.62	\$ 425.77
8:40	113	\$ 400.11	\$ 384.43	\$ 433.45
8:45	114	\$ 403.65	\$ 387.83	\$ 437.28
8:50	116	\$ 410.73	\$ 394.63	\$ 444.95
8:55	117	\$ 414.27	\$ 398.03	\$ 448.79
9:00	119	\$ 421.36	\$ 404.84	\$ 456.46
9:05	120	\$ 424.90	\$ 408.24	\$ 460.30
9:10	122	\$ 431.98	\$ 415.04	\$ 467.97
9:15	123	\$ 435.52	\$ 418.45	\$ 471.80
9:20	125	\$ 442.60	\$ 425.25	\$ 479.48
9:25	127	\$ 449.68	\$ 432.05	\$ 487.15
9:30	128	\$ 453.22	\$ 435.46	\$ 490.98
9:35	130	\$ 460.30	\$ 442.26	\$ 498.65
9:40	131	\$ 463.84	\$ 445.66	\$ 502.49
9:45	133	\$ 470.93	\$ 452.47	\$ 510.16
9:50	134	\$ 474.47	\$ 455.87	\$ 514.00
9:55	136	\$ 481.55	\$ 462.67	\$ 521.67
10:00	138	\$ 488.63	\$ 469.48	\$ 529.34
10:05	139	\$ 492.17	\$ 472.88	\$ 533.18
10:10	141	\$ 499.25	\$ 479.68	\$ 540.85
10:15	142	\$ 502.79	\$ 483.08	\$ 544.68
10:20	144	\$ 509.88	\$ 489.89	\$ 552.36
10:25	145	\$ 513.42	\$ 493.29	\$ 556.19
10:30	147	\$ 520.50	\$ 500.09	\$ 563.86
10:35	148	\$ 524.04	\$ 503.50	\$ 567.70
10:40	150	\$ 531.12	\$ 510.30	\$ 575.37
10:45	152	\$ 538.20	\$ 517.10	\$ 583.04
10:50	153	\$ 541.74	\$ 520.51	\$ 586.88
10:55	155	\$ 548.82	\$ 527.31	\$ 594.55
11:00	156	\$ 552.36	\$ 530.71	\$ 598.38
11:05	158	\$ 559.45	\$ 537.52	\$ 606.06
11:10	159	\$ 562.99	\$ 540.92	\$ 609.89
11:15	161	\$ 570.07	\$ 547.72	\$ 617.56
11:20	163	\$ 577.15	\$ 554.53	\$ 625.24
11:25	164	\$ 580.69	\$ 557.93	\$ 629.07
11:30	166	\$ 587.77	\$ 564.73	\$ 636.74
11:35	167	\$ 591.31	\$ 568.13	\$ 640.58
11:40	169	\$ 598.40	\$ 574.94	\$ 648.25
11:45	170	\$ 601.94	\$ 578.34	\$ 652.09
11:50	172	\$ 609.02	\$ 585.14	\$ 659.76
11:55	173	\$ 612.56	\$ 588.55	\$ 663.59
12:00	175	\$ 619.64	\$ 595.35	\$ 671.27

<b>Utilityman Rate</b>	\$484.44	<b>Herder/Shuttle</b>	\$428.80
<b>ETD/ETM Pay</b>	FBYM \$47.95 4Man \$44.26 Helper \$42.53	<b>Code 22-12 Mi.</b>	FBYM \$46.03 4Man \$42.49 Helper \$40.82
<b>RE Pay</b>	FBYM \$38.36 4Man \$35.41 Helper \$34.02	<b>Code 22-6 Mi.</b>	FBYM \$23.02 4Man \$21.25 Helper \$20.42
<b>Code 3L</b>	FBYM \$95.90 4Man \$88.52		
<b>Code IA</b>	4Man \$43.47 Helper \$38.04		
<b>Code CP</b>	\$5.43		
<b>Air Pay</b>	\$6.60		

EASTERN & WESTERN LINES (BNSF) SANTA FE PROPER -CONDUCTORS

**RATES OF PAY EFFECTIVE 7-1-25**

**VALLEY TERRITORY**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES		
ARTICLE 2 - MIXED	\$325.45	\$238.30			
ARTICLE 3 - LOCAL	\$317.97	\$232.45			\$326.09
ARTICLE 4 - WORKTRAIN	\$318.28	\$232.51			
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE	COND-ONLY OVERMILES
ARTICLE 5 - THROUGH FREIGHT	\$317.41	\$244.16	\$231.89		\$250.60
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$354.08</b>				

**COLORADO 2ND & 4TH DISTRICT**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES		
ARTICLE 2 - MIXED	\$326.39	\$238.80			
ARTICLE 3 - LOCAL	\$324.28	\$237.09			\$332.28
ARTICLE 4 - WORKTRAIN	\$324.04	\$236.92			
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE	COND-ONLY OVERMILES
ARTICLE 5 - THROUGH FREIGHT	\$323.72	\$249.01	\$236.53		\$255.76
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$354.08</b>				

**COLORADO 3RD DISTRICT**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES		
ARTICLE 2 - MIXED	\$326.39	\$238.80			
ARTICLE 3 - LOCAL	\$320.00	\$233.89			\$328.07
ARTICLE 4 - WORKTRAIN	\$322.08	\$235.33			
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE	COND-ONLY OVERMILES
ARTICLE 5 - THROUGH FREIGHT	\$319.44	\$245.72	\$233.33		\$252.27
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$354.08</b>				

**NEW MEXICO**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES		
ARTICLE 2 - MIXED	\$327.07	\$239.61			
ARTICLE 3 - LOCAL	\$321.19	\$234.87			\$329.79
ARTICLE 4 - WORKTRAIN	\$322.08	\$235.33			
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE	COND-ONLY OVERMILES
ARTICLE 5 - THROUGH FREIGHT	\$320.30	\$246.38	\$233.98		\$252.99
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$354.08</b>				

EASTERN & WESTERN LINES (BNSF) SANTA FE PROPER -CONDUCTORS

**RATES OF PAY EFFECTIVE 7-1-25**

**COLORADO PDC DISTRICT**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES		
ARTICLE 2 - MIXED	\$328.15	\$240.39			
ARTICLE 3 - LOCAL	\$320.72	\$234.61			\$329.66
ARTICLE 4 - WORKTRAIN	\$322.08	\$235.33			
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE	COND-ONLY OVERMILES
ARTICLE 5 - THROUGH FREIGHT	\$319.44	\$245.72	\$233.33		\$252.27
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$354.08</b>				

**COLORADO 1ST. AV, LLAGC**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES		
ARTICLE 2 - MIXED	\$325.45	\$238.30			
ARTICLE 3 - LOCAL	\$318.23	\$232.71			\$326.66
ARTICLE 4 - WORKTRAIN	\$318.28	\$232.51			
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE	COND-ONLY OVERMILES
ARTICLE 5 - THROUGH FREIGHT	\$317.41	\$244.16	\$231.89		\$250.60
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$354.08</b>				

**SLATON TERRITORY**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES		
ARTICLE 2 - MIXED	\$327.07	\$239.61			
ARTICLE 3 - LOCAL	\$317.97	\$232.45			\$326.09
ARTICLE 4 - WORKTRAIN	\$318.28	\$232.51			
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE	COND-ONLY OVERMILES
ARTICLE 5 - THROUGH FREIGHT	\$317.41	\$244.16	\$231.89		\$250.60
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$354.08</b>				

EASTERN & WESTERN LINES (BNSF) SANTA FE PROPER - **BRAKEMAN**

**RATES OF PAY EFFECTIVE 7-1-25**

**VALLEY TERRITORY**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES	
ARTICLE 2 - MIXED	\$303.48	\$222.97		
ARTICLE 3 - LOCAL	\$298.74	\$219.36		\$314.60
ARTICLE 4 - WORKTRAIN	\$299.31	\$219.70		
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE
ARTICLE 5 - THROUGH FREIGHT	\$298.28	\$229.45	\$218.90	\$235.02
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$340.20</b>			

**COLORADO 2ND & 4TH DISTRICT**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES	
ARTICLE 2 - MIXED	\$311.14	\$228.66		
ARTICLE 3 - LOCAL	\$306.54	\$225.22		\$306.82
ARTICLE 4 - WORKTRAIN	\$306.64	\$225.17		
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE
ARTICLE 5 - THROUGH FREIGHT	\$306.08	\$235.45	\$224.76	\$241.38
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$340.20</b>			

**COLORADO 3RD DISTRICT**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES	
ARTICLE 2 - MIXED	\$311.14	\$228.66		
ARTICLE 3 - LOCAL	\$301.39	\$221.41		\$309.40
ARTICLE 4 - WORKTRAIN	\$302.95	\$222.44		
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE
ARTICLE 5 - THROUGH FREIGHT	\$300.93	\$231.48	\$220.95	\$237.16
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$340.20</b>			

**NEW MEXICO**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES	
ARTICLE 2 - MIXED	\$305.36	\$224.29		
ARTICLE 3 - LOCAL	\$302.29	\$222.19		\$310.25
ARTICLE 4 - WORKTRAIN	\$302.95	\$222.44		
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE
ARTICLE 5 - THROUGH FREIGHT	\$301.77	\$232.13	\$221.67	\$237.83
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$340.20</b>			

EASTERN & WESTERN LINES (BNSF) SANTA FE PROPER - BRAKEMAN

**RATES OF PAY EFFECTIVE 7-1-25**

**COLORADO PDC DISTRICT**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES	
ARTICLE 2 - MIXED	\$307.29	\$225.88		
ARTICLE 3 - LOCAL	\$301.83	\$221.85		\$310.35
ARTICLE 4 - WORKTRAIN	\$302.95	\$222.44		
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE
ARTICLE 5 - THROUGH FREIGHT	\$300.93	\$231.48	\$220.95	\$237.16
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$340.20</b>			

**COLORADO 1ST. AV. LLAGC**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES	
ARTICLE 2 - MIXED	\$303.48	\$222.97		
ARTICLE 3 - LOCAL	\$299.01	\$219.63		\$307.41
ARTICLE 4 - WORKTRAIN	\$299.31	\$219.70		
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE
ARTICLE 5 - THROUGH FREIGHT	\$298.28	\$229.45	\$218.90	\$235.02
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$340.20</b>			

**SLATON TERRITORY**

	BASIC DAY	OVERMILES	SPECIAL RATE UNDER 100 MILES	
ARTICLE 2 - MIXED	\$305.36	\$224.29		
ARTICLE 3 - LOCAL	\$298.74	\$219.36		\$306.82
ARTICLE 4 - WORKTRAIN	\$299.31	\$219.70		
	BASIC DAY	MILEAGE RATE	OVERMILES RATE	ID RATE
ARTICLE 5 - THROUGH FREIGHT	\$298.28	\$229.45	\$218.90	\$235.02
ARTICLE 8 - ROADSWITCHER	<b>ALL LINES = \$340.20</b>			

Trip Description	Conductor	Conductor	Brakeman	Brakeman	Overtime	Engineer	Engineer	Overtime
	Trip Rate	Flip Rate	Trip Rate	Flip Rate	Extension	Trip Rate	Flip Rate	Extension
Amarillo-Belen	\$936.83		\$862.24			5	\$909.69	5
Amarillo-Clovis	\$367.28	\$573.49	\$327.60	\$520.71	TR 6 FR 12	\$344.35	\$550.53	TR 7 FR 12
Amarillo-Enid	\$751.26		\$688.45			\$719.10		4
Amarillo-Slaton (CA)	\$369.77		\$334.44			1	\$341.86	1
Amarillo-Slaton (CB)	\$567.90		\$515.45			1	\$550.14	11
Amarillo-Trinidad (CA)	\$787.10		\$723.55			14	\$766.94	17
Amarillo-Trinidad (CB)	\$694.44		\$651.18			14	\$749.71	19
Amarillo-Wellington	\$886.75		\$816.20			3	\$855.51	7
Ark City to OKC	\$429.17	\$835.12	\$386.07	\$764.34	TR 13 FR 31	\$400.30	\$838.61	TR 15 FR 41
Clovis-Belen	\$649.45		\$593.50			9	\$628.26	7
Clovis-Carlsbad	\$662.36		\$607.23			29	\$614.78	26
Denver-Cheyenne	\$329.41	\$631.03	\$309.40	\$592.74	TR 2 FR 3	\$362.72	\$665.33	
Denver-LaJunta	\$494.12	\$943.34	\$447.02	\$867.22		0		5
Denver-Sterling	\$328.73	\$633.28	\$308.74	\$594.13	TR 7 FR 10	\$309.65	\$609.57	
Denver-Trinidad	\$666.73		\$610.03			8	\$605.40	
El Paso-Belen	\$587.95		\$539.79			18	\$571.02	31
El Paso-Rincon Local	\$464.41		\$437.78			12	\$503.54	14
Ft. Madison-Chicago (CA)	\$630.01		\$575.37			8	\$577.42	8
Ft. Madison-Chicago (CB)	\$705.59		\$644.04			8	\$655.36	8
Ft. Madison-KC	\$599.57	\$1,208.93	\$548.82	\$1,122.63	TR 14 FR 19	\$578.97		6
Galesburg Low Pool CA	\$428.25	\$428.25	\$403.02	\$403.02		4	\$412.54	\$412.54
Galesburg Low Pool CB	\$418.49	\$418.49	\$391.57	\$391.57		4	\$468.97	\$468.97
Galesburg-Chicago (AA)	\$475.10		\$429.02			8	\$409.76	9
Galesburg-Chicago (AB)	\$405.91		\$380.05			7	\$400.01	8
Galesburg-Chicago (BA)	\$611.44		\$555.24			9	\$563.30	9
Galesburg-Chicago (BB)	\$523.28		\$489.84			10	\$520.04	10
Galesburg-Chicago (CA)	\$701.45		\$640.05			7	\$643.68	15
Galesburg-Chicago (CB)	\$640.32		\$599.38			3	\$679.95	5
Galesburg-KC	\$746.81	\$1,463.34	\$688.58	\$1,364.13	TR 14 FR 0	\$722.26		11
Grand Jct Road Switcher	\$600.43		\$571.98				\$583.93	
Grand Jct-Denver	\$755.72		\$679.32				\$715.63	
Grand Jct-Provo	\$684.17		\$605.44			3	\$664.14	4
KC-Arkansas City	\$657.88		\$601.20			18	\$642.03	10
KC-Newton	\$509.21	\$1,001.33	\$463.99	\$923.93	TR 9 FR 0	\$467.04		9
KC-Oklahoma City	\$946.29		\$871.60			18	\$948.61	22
KC-Wellington	\$638.66		\$583.12			15	\$623.71	17
LaJunta-Amarillo (CA)	\$787.27		\$699.54			14	\$766.94	17
LaJunta-Amarillo (CB)	\$725.50		\$679.09			14	\$764.34	19
LaJunta-Dodge City	\$540.30	\$1,119.34	\$492.02	\$1,034.49	TR 2 FR 3	\$519.29	\$1,102.54	TR 14 FR 6
Newton Long	\$683.17	\$683.17	\$624.04			14	\$669.09	13
Newton Short	\$536.96	\$536.96	\$486.29			14	\$518.15	13
Newton-Arkansas City	\$373.09	\$442.03	\$332.96	\$396.41	TR 17 FR 15	\$349.61	\$418.07	TR 14 FR 6
Newton-Dodge City	\$428.91	\$809.87	\$385.55	\$742.95	TR 17 FR 15	\$409.19	\$814.55	TR 14 FR 6
Newton-Emporia	\$373.09	\$416.81	\$332.96	\$372.64	TR 17 FR 15	\$349.61	\$392.13	TR 14 FR 6
Newton-Superior	\$527.07	\$982.15	\$478.03	\$905.25	TR 17 FR 15	\$507.17	\$973.35	TR 14 FR 6
Newton-Wellington	\$373.09	\$374.58	\$332.96	\$332.96	TR 17 FR 15	\$349.61	\$349.61	TR 14 FR 6
Pueblo Short Pool (CBEA)	\$364.96		\$323.85			0	\$352.85	3
Pueblo Short Pool (CBEB)	\$440.14		\$394.43			0	\$431.85	3
Pueblo Short Pool (CBEC)	\$515.32		\$465.02			0	\$510.47	3
Pueblo Short Pool (CBED)	\$590.50		\$535.60			0	\$589.09	3
Pueblo Short Pool (CBEE)	\$665.69		\$606.19			0	\$667.72	3
Pueblo Short Pool (CBEF)	\$740.87		\$676.77			0	\$746.34	3
Pueblo Short Pool (CBEG)	\$816.05		\$747.36			0	\$824.96	3
Pueblo Short Pool (CBEH)	\$891.24		\$817.94			0	\$903.58	3
Pueblo Short Pool (CBEI)	\$966.42		\$888.53			0	\$982.20	3
Pueblo Short Pool (CBEJ)	\$1,021.55		\$940.29			0	\$1,039.86	3
Slaton-Amarillo (CA)	\$369.77	\$729.11	\$334.44	\$665.74		1	\$341.86	\$714.53
Slaton-Amarillo (CB) Tolk	\$567.90	\$892.15	\$515.45	\$819.19		1	\$550.14	\$884.27
Slaton-Clovis	\$360.77	\$622.98	\$322.71	\$567.06	TR 6 FR 15	\$337.74	\$611.65	TR 6 FR 16
Slaton-Sweetwater	\$358.36	\$648.85	\$320.31	\$591.60	TR 3 FR 9	\$334.49	\$636.04	TR 4 FR 10
Trinidad-Denver	\$666.73		\$610.03			8	\$605.40	7
Wellington-Amarillo (A)	\$886.75		\$816.20			3	\$855.51	7