FRINGE BENEFITS

EMPLOYEES OF RRB PARTICIPATING RAIL CARRIERS PARTY TO NATIONAL BARGAINING

The following breakdown represents the estimated value of fringe benefits accruing to operating craft employees with annual wages of $184,500/$137,100[1] during calendar year 2026. The values set forth are computed based on costs and rates of pay actually known as of January 2026:

PAID BY THE CARRIER[2]	PER YEAR	PER MONTH[3]
Railroad Retirement Tier I Tax (6.2%)	$11,439.00	$953.25
Railroad Retirement Tier II Tax (13.1%)	$17,960.10	$1,496.68
Railroad Unemployment Insurance (RUIA) Tax[4]	$1,548.00	$129.00
Medicare Part A Hospital Insurance (1.45%)[5]	$2,675.25	$222.94
Health & Welfare Plan (GA-23000/GA-690100) Incl. Life/AD&D	$23,957.76	$1,996.48
Retiree Health & Welfare Plan (GA-46000)	$583.56	$48.63
Dental Plan (GP-12000)	$829.80	$69.15
Vision Plan	$133.80	$11.15
Vacations[6]	$16,932.70	$1,411.06
Holidays/Personal Leave Days[7]	$4,089.72	$340.81
Paid Sick Leave[8]	$1,704.05	$142.00
Total	**$81,853.74**	**$6,821.15**

PAID BY THE EMPLOYEE	PER YEAR	PER MONTH
Railroad Retirement Tier I Tax (6.2%)	$11,439.00	$953.25
Railroad Retirement Tier II Tax (4.9%)	$6,717.90	$559.83
Medicare Part A Hospital Insurance (1.45%)	$2,675.25	$222.94
Health & Welfare Contribution[9]	$3,701.88	$308.49
Total	**$24,534.03**	**$2,044.51**

[1] $184,500 represents the minimum annual wage subject to a maximum railroad retirement Tier I tax. $137,100 represents the minimum annual wage subject to the maximum railroad retirement Tier II tax.
[2] Items not listed here include jury duty pay, bereavement pay, AD&D and liability insurance as part of the Off-track Vehicle Accident provisions, and other miscellaneous items attributable to fringe benefits that cannot be accurately estimated based on available information.
[3] Per year total divided on a pro rata basis per calendar month, and rounded to the nearest 1 cent equivalent.
[4] This tax requirement will vary from year to year based upon the individual carrier's experience rating. The amount shown here is based on the tax rate of 6.0%, and based on the first $2,150.00 of the employee's earnings each month ($25,800.00 per year). The maximum rate is 12%.
[5] Medicare hospitalization insurance is taxed at a rate of 1.45% with no annual maximum applicable.
[6] Taxable to employee as income and varies for each employee based on years of seniority, minimum service requirements, and on-property CBA provisions. Calculation based on 5 weeks of vacation, with previous year earnings of $176,100 (2025 maximum railroad retirement Tier I tax amount).
[7] Taxable to employee as income and may vary based on years of seniority, minimum service requirements, and on-property CBA provisions. Calculation based on 11 holidays or personal leave days, plus 1 additional personal leave day as per Public Law No. 117-216, at the 5-day yard service rate applicable to SMART-TD Conductors as of July 1, 2025.
[8] Taxable to employee as income, and varies based on applicable on-property CBA provisions. Calculation based on 5 paid sick days, at the 5-day yard service rate applicable to SMART-TD Conductors as of July 1, 2025.
[9] Employee contribution is fixed at 15% of the carriers' total payment rate as per Public Law No. 117-216 and the 2025 National Agreement.