

The Cost of Wages & Fringe Benefits For A Railroad Carman



The figures shown below illustrate the per-employee per-month cost to a railroad employer for the wages and benefits provided to each Railroad Carman effective January 1, 2010. The computations are based on the National Passenger Carman Rate of \$25.10 per hour, and a work-year of 2,387* *average composite straight-time equivalent hours*. Hours include straight-time, overtime (at 1.5 ST hours for each OT hour) and all hours paid for time not worked such as vacation, personal leave, jury duty, bereavement, etc.

Cost Item		Monthly Cost	
Wage per hour effective July 1, 2009 ----->		\$25.10	
Hours Per Month (2387/12) ----->		198.917	
Monthly Wage			\$4,992.81
National Health & Welfare Plan			
GA-23000 FO Health Insurance (non-hospital assoc. road)			\$1,280.85
Life insurance and accidental death and dismemberment benefits for employees, hospital, surgical and medical benefits for employees and dependents, and life insurance for retired employees			
GA-23000 AO (on-duty injury) Coverage		\$24.08	
Service Fees		\$0.98	
National Dental Plan		\$57.29	
National Vision Plan		\$10.41	
GA-46000 National Early Retirement Major Medical Benefit Plan (ERMA)		\$155.96	
Aetna Supplemental Sickness		\$25.71	
Total Insurance Cost			\$1,555.28
Railroad Retirement			
Tier I	6.20%	\$309.55	
Tier II	12.10%	\$604.13	
Medicare	1.45%	\$72.40	
RUIA (on first \$1330 per month) Average for Class I Carriers	3.87%	\$51.47	
Total Payroll Taxes			\$1,037.55
Total Monthly Fringe Benefit Costs		\$2,592.83	\$31,113.96
Monthly Wage Costs		\$4,992.81	\$59,913.72
Total Monthly Cost to Employer		\$7,585.64	\$91,027.68
Employee Monthly Health & Welfare Cost-Sharing		\$200.00	\$2,400.00

*Average Composite straight-time equivalent hours for Carmen for 2008 the most recent year for which the figure is available.

RRB/SSA Comparison Chart (4/10)

	<u>RRB</u>	<u>SSA</u>
Average Employee Age Annuity on the Rolls *	\$2,690	\$1,160
Average Spouse Annuity on the Rolls	\$795	\$555
Average Employee Age Annuity Awarded in 2009 *	\$3,280	\$1,625
Average Spouse Annuity Awarded in 2009 *	\$1,270	\$810
Average Disability Annuity Awarded in 2009	\$2,800	\$1,125
Occupational Disability Annuity	Yes	No
Full Annuity at 60 with 30 Years	Yes	No
Average Widow(er) Annuity on the Rolls	\$1,285	\$1,100
Average Widow(er) Annuity Awarded in 2009	\$1,725	\$890

* Career rail employee with at least 30 years of service