



**FROM THE DESK  
OF  
JOE R. DUNCAN,  
PRESIDENT DIRECTING GENERAL**



November 13, 2009

Re: Employee Monthly Cost-Sharing Contribution

To: ALL LOCAL LODGES SUBJECT TO NATIONAL FREIGHT AGREEMENT

Dear Sisters and Brothers:

Please be advised that in accordance with the applicable provisions of Article IV – Health and Welfare Part B – Section 1 (c), effective January 1, 2010, the employee monthly cost-sharing contribution amount shall be adjusted to be the lesser of:

- (1) 15% of the Carrier's Monthly Payment Rate for 2010, or
- (2) \$200.00 or the January 1, 2009 employee monthly cost sharing contribution amount, whichever is greater.

The 2009 Monthly Payment Rates for the Carriers was \$1,139.74 and the employee's contribution rate at 15% was \$170.96.

The 2010 Monthly Payment Rates for the Carriers for 2010 will be \$1,340.62 and the employee's contribution at 15% would be \$201.09.

This calculates to the lesser amount being the cap of \$200.00, therefore the employee contribution rate for 2010, effective January 1, 2010 will be \$200.00.

The \$200.00 contribution rate will remain in effect until January 1, 2011, Thereafter, it will be calculated in accordance with Part C – Section 1 and is tied to the COLA. Unless modified by a new Agreement.

Sincerely and fraternally yours,

Joe R. Duncan  
Pres. Dir. Gen. Chairman/Railroad Coordinator