

2017 BLET & SMART-TD National Agreement Retroactive Pay Calculation Synopsis

Back Pay Calculation

- 2 % General Wage Increase (GWI) for period between 7/1/16 and 6/30/17
- 2% General Wage Increase (GWI) for period between 7/1/17 and 12/31/17
- Both increases (4.04% compounded) were applied to CMTS effective 1/1/18
- GWI's applied only to non-frozen pay elements. Examples of items that are frozen and not subject to increase are, *but not limited to*:
 - The portion of trip rates that is frozen
 - Certification Pay, Terminal Delay, Switching, air pay
 - Non-taxable items, e.g. auto miles, away from home meals, etc.
 - 2016 vacation paid using 2015 1/52 rates of pay
- Where an employee flowed between a BLET & SMART-TD craft position, the lump sum back pay includes back pay for both crafts
- Back Pay will be included on the employee's first half January 2018 earnings for deposit on January 25, 2018
- The payroll train slip recap will reflect the back pay as code "Z1" dated 12/15/17 and 12/31/17 (see vacations below)
- Individual, itemized detailed reports are not available.

Vacations

- 2017 vacation was accounted for in the final back pay computation
- 2018 vacation
 - 1/52 rates will be updated before Feb 1 to include the applicable portion of back pay attributed to 2017. The portion of back pay apportioned to 2016 will not be included in the 2018 1/52 adjustment.
- Any vacation paid out between Jan 1, 2018 and Jan 31, 2018 will be adjusted, where necessary, to reflect the new vacation 1/52 rate and reflected on the second half January earnings statement.
- 2019 vacation 1/52 rate
 - The back pay attributed to 12/16/17 through 12/31/17 will be made as a separate payment, also code "Z1" and dated 12/31/17. This payment will be included in 2019 1/52 rates and not require an adjustment as with 2018.