

"An Injury To One Is An Injury To All"

Pennsylvania Federation

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Office of the General Chairman
Jed Dodd

An Open Letter to the Membership

March 27, 2008

Dear Brothers and Sisters:

On January 17, 2008, in the conference room at the headquarters of the AFL-CIO in Washington DC, Joe Bress, chief negotiator for Amtrak management, accepted the terms demanded by rail labor to resolve the eight year contract dispute. Amtrak initialed documents that provide the members of the Brotherhood of Maintenance of Way Employees Division of the Teamsters, and eight other unions, the same wages, benefits and working conditions that are enjoyed by 125,000 freight railroad workers. With an unprecedented degree of solidarity, the nine unions came together, in two bargaining coalitions, to make the same demands and insisted that no one would settle until all were settled. After a concerted struggle lasting eight years, and testing the very limits of endurance and discipline for rank and file members and their unions, Amtrak had to abandon their mantra of no back pay, work rule concessions and second class increases for Amtrak workers.

On January 18, 2008, a formal signing ceremony was held in the Amtrak Board of Directors conference room in Union Station Washington DC. In attendance, along with Amtrak President Kummant, his senior management and representatives of the rail unions were; Senator Kennedy, Chairman of the Senate Labor Committee and Congressman Oberstar, Chairman of the House Transportation and Infrastructure Committee. These two men, together with Senator Tom Carper of Delaware, were instrumental in encouraging Amtrak management to make agreements with their Amtrak employees that reflect the same wages, benefits and working conditions as the nation's freight workers. As Chairman Oberstar eloquently stated to the assembled leadership of the nine unions and Amtrak management:

"We are glad the Presidential Emergency Board appointed by President Bush did the right thing, but if they did not we in Congress were prepared to do it for them."

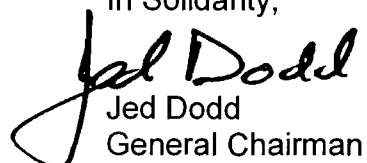
I would like to take this opportunity to commend the Federation officers and the

Local Lodge officers for their leadership and the discipline through this very tough and bitter campaign. Together, with literally hundreds of our members, we have picketed every train station on the Northeast Corridor, the Amtrak Board of Directors, and President Kummant's house. We have attended numerous demonstrations, gone to jail for civil disobedience and made thousands of contacts with our political representatives to bring this struggle to a successful conclusion. Our membership is to be especially commended for holding the line for eight years and never once suggesting that we give in to Amtrak's outrageous demands that we give up our union rights in exchange for wage increases. The courage and determination shown by the membership in our long struggle for justice is an example for trade unionists everywhere to emulate. For me, it was one of the greatest honors of my life to represent the 1600 members of our union on January 17th in the House of Labor and to accept on their behalf the surrender of the Amtrak bargaining team. For this, I will always be personally grateful.

We have won a tremendous victory. Our membership understands this victory and has overwhelmingly endorsed it through the ratification process.

The fact that we have survived the last eight years leaves me confident that we can stand up to any future challenge that this management has planned for us. I hope that management has also learned this lesson. In order for this railroad to prosper and grow, senior Amtrak management must learn to respect the employees that build, maintain and operate it. We don't need words of respect from our management. We demand actions. We are all here to earn a living while providing the citizens of our great country with a valuable service. We can focus on providing that service, or we can focus on resisting management's latest new scheme to reduce our income, rights and jobs. We have shown that we can do either. Now it is up to Amtrak management to choose how they will conduct their behavior to determine the focus their employee's energy will take. Whatever course management chooses for the future, we will still be here earning a living and supporting our families by building and maintaining the railroad. We will be waiting for their answer. It is their choice to break with their failed policies of the past, or to embrace a new future where we can all prosper together. Either way, we will be prepared to respond accordingly.

In Solidarity,

A handwritten signature in black ink that reads "Jed Dodd". The signature is written in a cursive, slightly slanted style. The first letter "J" is large and loops around the first part of the name. The last letter "d" has a long, sweeping tail that extends to the left and then loops back under the name.

Jed Dodd
General Chairman

Amtrak Rail Labor Unions

March 26, 2008

Mr. Alexander Kummant
President & Chief Executive Officer
National Railroad Passenger Corporation
60 Massachusetts Avenue, N.E.
Washington, DC 20002

Dear Mr. Kummant:

We are writing in regard to Amtrak's decision to apply the retroactive terms of our recently negotiated contracts to management employees for those periods that they were working in union-represented positions.

During the negotiations for contracts that followed the Report of Presidential Emergency Board 242, we proposed that retirees, deceased employees, and promoted employees be entitled to the same retroactive pay provisions as active employees. Amtrak rejected our proposals, and the contracts reflect that none of those groups would be eligible for retroactive pay.

Now Amtrak has unilaterally decided outside of the negotiating process to apply the contract terms governing retroactive payments to management employees who held union-covered positions between July 1, 2002 and December 1, 2007.

We ask that Amtrak now extend the same treatment to retirees and the estates of employees who died between July 1, 2002 and December 1, 2007. Most of those employees devoted their entire working lives to Amtrak, and they served with dignity and excellence. The PEB's recommendation to exclude them from retroactive pay was totally unexpected and unprecedented. Amtrak didn't even propose that outcome to the PEB. Had employees had any inkling that the Board would recommend an arbitrary cut-off for eligibility for retroactive pay, many could have delayed their retirement accordingly.

This is a basic question of fairness. These employees worked during the seven years it took to achieve a new agreement, and they should not be treated any differently from other employees, both active and promoted, who they worked alongside of. We believe that the amount necessary to fund retroactive payments for this group would not be significantly higher than the amount Amtrak has deemed it has on hand to pay the promoted employees. If additional funding would be required to meet the 60% payment, we would work with Amtrak to secure it.

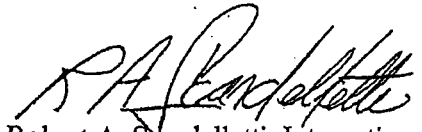
We urge your prompt consideration of this request, and would be available to meet with you, your designated representatives, or the Board of Directors to discuss this further. Please respond to each of the undersigned.

Thank you for your consideration.

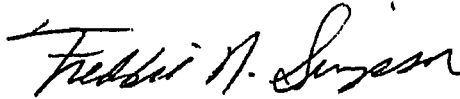
Sincerely,



F. Leo McCann, International President
American Train Dispatchers Association



Robert A. Seardelletti, International President
Transportation Communications International Union



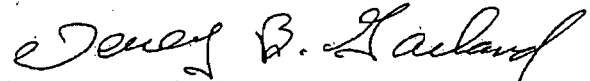
Freddie N. Simpson, International President
Brotherhood of Maintenance of Way Employees Division/IBT



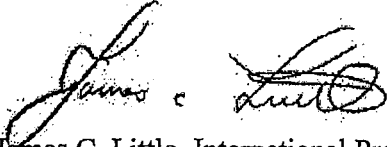
George J. Francisco, Jr., President
National Conference of Firemen and Oilers, SEIU



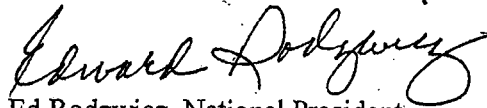
W. Dan Pickett, International President
Brotherhood of Railroad Signalmen



Dewey B. Garland, Director of Railroad
Division and Shipyard Workers
Sheet Metal Workers International Association



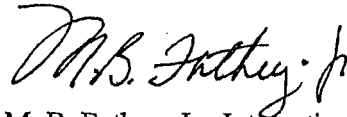
James C. Little, International President
Transport Workers Union of America



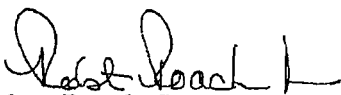
Ed Rodzwick, National President
Brotherhood of Locomotive Engineers & Trainmen



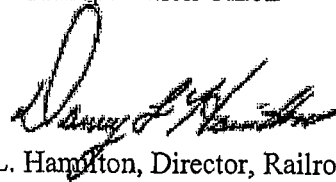
Edwin D. Hill, International President
International Brotherhood of Electrical Workers



M. B. Futhey, Jr., International President
United Transportation Union



Robert Roach, Jr., General Vice President
International Association of Machinists & Aerospace Workers



Dan L. Hamilton, Director, Railroad Division Services
International Brotherhood of Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers and Helpers



VIA EMAIL AND U.S. MAIL

March 26, 2008

RE: *Contract Settlement Update*

To: All General Chairmen Representing Amtrak Employees

As you know, Amtrak's Human Resources, Payroll and Information Technology Departments have been working on establishing the new rates of pay and calculating the retroactive wage adjustments for represented employees. This is to provide an update on these issues.

The new rates of pay for positions in your crafts will be placed into effect on April 1, 2008 and be included in the paycheck to be issued on April 25, 2008. Because the April 25, 2008, paycheck will be the first to contain the rate increases the initial employee medical plan contribution will be made in a single deduction from that April 25, 2008 paycheck. However, based on our discussions and your agreement, following that initial deduction in April, contributions for the medical plan in future months will be divided between the first and second checks of each month.

Additionally, the contract settlement provides employees that have alternate insurance coverage with the ability to "opt out" of future health care coverage and avoid the monthly health and welfare contributions beginning May 1, 2008. A separate mailing will be sent to employees detailing the Health Care coverage changes and includes the required form that must be submitted if employees wish to opt out of Health Care coverage. A copy of the mailing is attached for your information. The opt out form must be returned as soon as possible. Forms will not be accepted after April 30, 2008.

Finally, we anticipate the first installment (40%) of the retroactive wage adjustment will be paid through normal direct deposit or as a separate check on May 9, 2008. A summary report that shows the major components of the total retroactive adjustment will be furnished with the check/direct deposit stub. In addition, a list of frequently asked questions, with answers, will be provided. Information on whom to contact with specific disputes regarding the payment will also be included.

If you have any questions, please feel free to contact my staff.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe M. Bress". The signature is fluid and cursive, written over the typed name and title.

Joseph M. Bress
Vice President- Labor Relations

Attachments



Opt-Out (waiver) of Medical Coverage Form

I am currently covered under Amtrak's medical plan for agreement covered employees. My union agreement allows me to opt-out of the medical plan if I have medical coverage elsewhere. By opting out of the medical plan, I will not be required to contribute monthly payments to the Plan. Also, I will continue to be covered under Amtrak's dental and vision plans so long as I satisfy eligibility requirements of those plans.

Therefore I am requesting to opt-out of Amtrak's medical plan as I have medical coverage under the following medical plan:

_____ (insurance company name)

_____ (policy or group #)

_____ (name of primary subscriber under this plan)

My signature below indicates my authorization to cancel medical benefits for me and eligible family members. I understand that I can only re-enroll in the Amtrak health plan within 31 days after loss of coverage through the insurance company named above or during Amtrak's annual benefits open enrollment.

Employee Name: _____ Employee I.D. # _____
(please print)

Signature Date

Please fax the completed form to the Amtrak Benefits Service Center, (515) 875-0599 or mail to Amtrak Benefits Service Center, P.O. Box 9183, Des Moines, IA 50306

If you wish to opt-out of the Amtrak medical plan, please complete the enclosed Opt-Out of Medical Coverage Form and fax it to the Amtrak Benefits Service Center at 515-875-0599. Please return the form by April 15, 2008 to ensure your request is processed before the first May paycheck. Opt-out forms will not be accepted after April 30, 2008.

If you have any questions about the changes to your benefits, please contact the Amtrak Benefits Service Center at 800-481-4887.

Amtrak Benefits Department