March 14, 2018
Memorandum of Understanding
Between
The National Railroad Passenger Corporation (AMTRAK)
And
Amtrak Employees Represented By
Brotherhood of Maintenance of Way Employees Division
of the
International Brotherhood of Teamsters

The parties hereby agree to the following terms and conditions of employment for a new labor agreement (Agreement) for the period January 2, 2015, through December 31, 2021. This Memorandum of Understanding is subject to ratification by the membership of the Organization, and approval by the AMTRAK Board of Directors. The rate changes set forth in this Memorandum of Understanding shall be effective upon the date of ratification, unless specified otherwise. The parties will meet to finalize the Memorandum of Understanding at a mutually agreeable time in the near future.

ARTICLE I - WAGES

Section 1- Wage Increase Implementation

(a) All rates of pay resulting from Section 2, below for employees covered by this Memorandum of Understanding shall be applied as follows:

1. Disposition of Fractions -- Rates of pay resulting from application of Section 2 which end in fractions of a cent shall be rounded to the nearest whole cent; fractions less than one-half cent shall be dropped, and fractions of one-half cent or more shall be increased to the nearest full cent.

2. Application of Wage Increases -- The increase in wages provided for in this Article shall be applied in accordance with the wage and working conditions agreement in effect between Amtrak and the labor organization party hereto. Special allowances not included in hourly, daily, weekly or monthly rates of pay for all services rendered, and arbitrations representing duplicate time payments, will not be increased. Overtime hours will be computed in accordance with individual schedules for all overtime hours paid.

Section 2 - General Wage Increases

<table>
<thead>
<tr>
<th>Date</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/15</td>
<td>1.25%</td>
</tr>
<tr>
<td>7/1/16</td>
<td>1.5%</td>
</tr>
<tr>
<td>7/1/17</td>
<td>1.5%</td>
</tr>
<tr>
<td>7/1/18</td>
<td>2.75%</td>
</tr>
<tr>
<td>7/1/19</td>
<td>3%</td>
</tr>
<tr>
<td>7/1/20</td>
<td>3.75%</td>
</tr>
<tr>
<td>7/1/21</td>
<td>3.75%</td>
</tr>
</tbody>
</table>

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Section 3 - Retroactive Pay

It is understood the retroactive portion of the wage increase shall be applied only to employees that have an employment relationship with the Carrier on the date of this agreement, or who retired, or died subsequent to July 1, 2015 including sick leave, disability, disability retirement, temporary suspension, furlough or leave of absence. Any employee in dismissed status who is subsequently returned to service with pay in the applicable period through the disciplinary appeal process will be considered eligible for retroactive pay. Payments will be processed as soon as possible, subject to standard exclusions and any historical offsets, unless otherwise provided for in this agreement, but in no event later than 90 days from the date of ratification.

ARTICLE II - HEALTH CARE

Part A - Plan Changes

Section 1 - Continuation of Health and Welfare Plans

AmPlan II (BMWE.BRS), Dental, Vision, AD&D, ERMA, and Life Insurance plans applicable to employees represented by the Labor Organizations and their eligible dependents, shall continue in full force and effect except as modified herein.

Section 2 - Plan Design Changes

(a) Emergency Room Co-pay shall be increased to $100 effective 1/1/19, and to $125 effective 1/1/21 (waived if admitted).

(b) Clinical Management and Quality of Care Initiatives no earlier than 7/1/18.
   1. Telemedicine option- Same co-pay as primary care physician
   2. Aetna’s High Performance Network- If an identified High Performance Specialist is used, the primary care co-pay will apply.
   3. Opioid Control program covering quantity, duration, and pharmacy management- hard stop letter for multiple pharmacies out of network, and implementing CDC and FDA quantity and duration limits.
   4. CVS Value-Based Formulary- generic prescriptions where available subject to continued medical necessity exception standard. Current prescriptions will be grandfathered until the point in time the prescription ceases to be renewed.
   5. Advanced Control Specialty Prescriptions Formulary where multiple specialty drugs are available will be managed in accordance with clinical, price and efficiency standards.
   6. Mandatory Maintenance Prescription Choice- (90 day, at CVS/mail).
   7. Effective 1/1/19 Amtrak couples will participate in AmPlan II as non-Amtrak couples, subject to all plan conditions, provided however, that only one employee contribution will be paid.
   8. Medical plan coverage, inclusive of dependent coverage, for employees who cease to render compensated service after the date of this agreement as a result of disability due to illness or injury; or who become disabled before coverage as a furloughed, dismissed or suspended employee ends; shall be changed to end on the earlier of the following: the date the disability ends or at the end of the twenty-four
(24) month period following the month in which the employee last rendered compensated service.

9. Out-of-Network (OON) Cost 1/1/19 - Share for employees who have network coverage and choose OON services
   - Deductible: $500
   - Coinsurance: 75%
   - Out-of-pocket maximum: $3,000

(c) AMPLAN 1A (See Addendum 1 subject to below)
1. A new Amtrak Plan is established for employees hired on or after 1/1/19. New hires electing health insurance coverage shall be required to participate in AMPLAN 1A during the first 5 years of employment (through the end of the fifth calendar year). After 5 years of participation, the employee will have an annual election during open enrollment to continue in AMPLAN 1A or elect to participate in any other Plan(s) applicable to other active employees. All continuous service with Amtrak will count towards the 5 years of employment.
2. Coverage begins the first of the month following the month of hire.
3. Contribution
   - $170 in Addendum 1 with Spousal Surcharge of $50 monthly (the amount will be frozen for agreement term). This only applies to working spouses with access to other employer provided coverage.
4. Current AMPLAN II employees subject to this agreement may participate in AMPLAN 1A plan beginning 1/1/19.

**Section 3 - Employee Contribution**

Beginning January 1, 2018, employees will pay $208.45 per month for AMPLAN II health care benefits, consistent with AmPlan II rating.

**ARTICLE III - MILITARY SERVICE**

Employees will be entitled to time off with pay for active duty service in the National Guard or Reserve Components of a branch of the Armed Forces of the United States. Military leave will be granted on the basis of an eight-hour work day on a regularly scheduled day of work for a full-time employee not to exceed 120 hours per year for a full-time employee. Part-time employees will be eligible for a portion of 120 hours based on their regularly scheduled shifts during the work week(s) in which their leave was taken. Paid Military Leave will be paid in full day blocks, partial day absences will not be permitted. Employees will be made whole for lost earnings of their regularly scheduled shift, not to include meals, lodging, or transportation. The employee will submit a copy of their active duty orders, as soon as available and will also submit the pertinent “Leave and Earnings Statement” showing compensation for other than meals, lodging, or transportation for active duty as soon as possible following completion of the military leave so that Amtrak can perform proper calculations and process any amounts owed or recoverable.

**ARTICLE IV - GENERAL PROVISIONS**

**Section 1 - Effect of this Agreement**

(a) The purpose of this Memorandum of Understanding is to fix the general level of compensation during the period of the Agreement, and to settle disputes growing out of the parties' respective Section 6 Notices.
(b) The Agreement shall remain in effect through December 31, 2021, and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

(c) No party to this Memorandum of Understanding shall serve, prior to January 1, 2021, (not to become effective before January 1, 2022) any notice or proposal for the purpose of changing the terms covered by this Memorandum of Understanding.

Signed March 14, 2018:

For the National Railroad Passenger Corporation (Amtrak):

[Signature]

Director

[Signature]

Vice President Labor Relations

Sharon Endal

Director Labor Relations

Jan Kelly

Director Benefits & Wellness Programs

For the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters

[Signature]

Jed Dodd

General Chairman

Pennsylvania Federation

[Signature]

Dale E. Bogart, Jr., General Chairman

Northeastern System Federation

[Signature]

Louis R. Below, General Chairman

Unified System Division

[Signature]

Jason E. Graham, General Chairman

Consolidated Rail System Federation

[Signature]

Hayward J. Granier, General Chairman

Illinois Central Gulf Federation

[Signature]

Dennis R. Albers

General Chairman

Allied Federation

I concur:

[Signature]

Fredro N. Simpson, President

Brotherhood of Maintenance of Way Employees Division

International Brotherhood of Teamsters
### ADDENDUM 1 9/14/2018 Tentative Agreement

<table>
<thead>
<tr>
<th>Covered Services</th>
<th>AM/PLAN 1A</th>
<th>Out-of-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>In-Network</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Deductible (Individual/Family)</strong></td>
<td>$250/$500</td>
<td>$500/$1,000</td>
</tr>
<tr>
<td><strong>Coinsurance</strong></td>
<td>90%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Medical Out-of-Pocket Maximum</strong></td>
<td>$2,500/$5,000</td>
<td>$5,000/$7,500</td>
</tr>
<tr>
<td><strong>PCP Office Visit</strong></td>
<td>$20/visit; no deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Specialist Office Visit</strong></td>
<td>$35/visit; no deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Urgent Care Center</strong></td>
<td>$25/visit; no deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Convenient Care Clinic</strong></td>
<td>$20/visit; no deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Preventive Care (no change)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Routine Annual Physical Exams</strong></td>
<td>100% covered; no deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Well Child Care</strong></td>
<td>100% covered; no deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Well Woman Exam</strong></td>
<td>100% covered; no deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Inpatient Hospital Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hospital Room and Board</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Outpatient Hospital Expenses</strong></td>
<td>$100 Co-pay/ $125 January 1, 2021 Waived if admitted/ 90% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Emergency Room</strong></td>
<td></td>
<td></td>
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<tr>
<td><strong>Outpatient Surgical Facility</strong></td>
<td>90% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td><strong>Surgery</strong></td>
<td>90% after deductible</td>
<td>50% after deductible</td>
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<td><strong>Prescription Drug</strong></td>
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<tr>
<td><strong>Retail (generic/brand preferred/brand non-preferred)</strong></td>
<td>$10/$20</td>
<td>Not covered</td>
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<tr>
<td><strong>Mall Order (generic/brand preferred/brand non-preferred)</strong></td>
<td>$20/$30</td>
<td>Not covered</td>
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<tr>
<td><strong>RX Out-of-Pocket Maximum</strong></td>
<td>$3,000/$6,000</td>
<td>N/A</td>
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</tbody>
</table>

**Employee Monthly Contributions**

$170 per month; $50 Spousal Surcharge
March 14, 2018

Mr. Jed Dodd, General Chairman
Brotherhood of Maintenance of Way Employees-IBT
Pennsylvania Federation
421 N. 7th Street, Suite 299
Philadelphia, PA 19123

Mr. Jason E. Graham, General Chairman
Brotherhood of Maintenance of Way Employees-IBT
Consolidated Rail System Federation
9835 South Avenue, Unit #2
Poland, OH 44514

Mr. Dale E. Bogart Jr., General Chairman
Brotherhood of Maintenance of Way Employees-IBT
NorthEastern System Federation
3321 B. Vestal Parkway East
Vestal, NY 13850

Mr. H. J. Grainer, General Chairman
Brotherhood of Maintenance of Way Employees-IBT
Illinois Central Gulf Federation
333 East Broadway
Mayfield, KY 42066

Mr. Louis Below, General Chairman
Brotherhood of Maintenance of Way Employees-IBT
Unified System Federation
1828 E. Fort Union Blvd.
Cottonwood Heights, UT 84121

Mr. Dennis R. Albers, General Chairman
Brotherhood of Maintenance of Way Employees-IBT
Allied Federation
111 Imperial Blvd., Suite C-300
Hendersonville, TN 37075

Dear Sirs,

Based on our conversations leading up to the execution of the March 14, 2018, Memorandum of Understanding, it is understood in the event Amtrak reaches agreements with other Organizations (representing other crafts) which contain more favorable general wage increases or benefits during the
March 14, 2018
Page 2

Very truly yours,

Charles E. Woodcock, III
VP Labor Relations

Jed Dodd
Jed Dodd, General Chairman
Pennsylvania Federation

Dale E. Bogan, Jr.
Dale E. Bogan, Jr., General Chairman
Northeastern System Federation

Louis R. Below
Louis R. Below, General Chairman
Unified System Division

Jason E. Graham
Jason E. Graham, General Chairman
Consolidated Rail System Federation

Hayward J. Granier
Hayward J. Granier, General Chairman
Illinois Central Gulf Federation

Dennis R. Albers
Dennis R. Albers, General Chairman
Allied Federation

I concur:

Freddie N. Simpson, President
Brotherhood of Maintenance of Way Employees
Division
International Brotherhood of Teamsters
March 14, 2018

Mr. Jed Dodd, General Chairman  
Brotherhood of Maintenance of Way Employees-IBT  
Pennsylvania Federation  
421 N. 7th Street, Suite 299  
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Allied Federation  
111 Imperial Blvd., Suite C-300  
Hendersonville, TN 37075

Dear Sirs,

The pattern agreements in this round of bargaining provided employees under AMPLAN I with a health care contribution representing 97.52% of the contribution that would have been required under the prior formula. When applied to AMPLAN II, this handling produces a monthly contribution of $208.45. As such, this creates a credit due for employee health care contributions beginning January 1, 2018. Amtrak
will take this resultant credit of $7.14/mo. into account for all employees covered by this Memorandum of Understanding dated March 8, 2018, when calculating appropriate retroactive payments.

Very truly yours,

[Signature]
Charles B. Woodcock, II
VP Labor Relations

[Signature]
Jed Dodd
Jed Dodd, General Chairman
Pennsylvania Federation

[Signature]
Date E. Bogart, Jr., General Chairman
Northeastern System Federation

[Signature]
Louis R. Below, General Chairman
Unified System Division

[Signature]
Jason E. Graham, General Chairman
Consolidated Rail System Federation

[Signature]
Howard J. Granter, General Chairman
Illinois Central Gulf Federation

[Signature]
Dennis R. Albers, General Chairman
Allied Federation

I concur:

[Signature]
Freddie N. Simpson, President
Brotherhood of Maintenance of Way Employees
Division
International Brotherhood of Teamsters
March 14, 2018

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Mayfield, KY 42066

Mr. Louis Below, General Chairman
Brotherhood of Maintenance of Way Employees-IBT Unified System Federation
1828 E. Fort Union Blvd.
Cottonwood Heights, UT 84121

Mr. Dennis R. Albers, General Chairman
Brotherhood of Maintenance of Way Employees-IBT Allied Federation
111 Imperial Blvd., Suite C-300
Hendersonville, TN 37075

Dear Sirs,

This letter confirms that retroactive pay will be paid in a separate check with appropriate itemization.

Very truly yours,

Charles E. Woodcock, III
VP Labor Relations