October 22, 2013

To: All Track and Switch Inspectors New York Work Zone (Zone 6)

We are pleased to announce that we have reached an agreement on an experimental basis to significantly increase the rate of pay and compensation for New York Zone 6 track inspectors. All track inspector positions in zone 6 will be abolished and re-advertised with a rate of pay of $2.00 more per hour and stability differential of $3.00 per hour. Those that are awarded the new positions will be required to stay on the position for two years. In addition, Amtrak will establish an additional inspector position in zone 6.

Amtrak desires this agreement because they believe having a steady and reliable track inspection force will permit them to achieve their corporate goals of zero defects in the New York Work Zone (6). The Union believes that the additional 5 dollars an hour and the addition of a new job is a good deal in exchange for being locked into the job for two years. These positions will not interfere with anyone else’s seniority rights and can be displaced if someone with a displacement right is senior and wishes to exercise to the track inspector position. If this agreement does not work out to either party’s satisfaction then it may be cancelled by either party.

Attached is the agreement and the positions which will be abolished and re-advertised in the near future.

In Solidarity,

[Signature]
Jed Dodd
General Chairman

cc Pennsylvania Federation Joint Protective Board
All Amtrak General Chairman
Lodge 3068 and 3014 Committees
October 11, 2013

Jedd Dodd, General Chairman
BMWED
421 North 7th St.
Suite 200
Philadelphia, PA 19123

Dear Jedd:

Enclosed is the New York Work Zone (6) Track Inspector Memorandum of Understanding. The Memo has been executed by Mark Johnson, Director of Labor Relations, Amtrak and I. Please also execute this memorandum and return it to me at the address listed above.

If you have any questions, you can contact me at 215-349-2900.

Sincerely,

[Signature]
Bruce R. Pohlot
Chief Engineer

Attachment
NEW YORK WORK ZONE (6) TRACK INSPECTOR
MEMORANDUM OF UNDERSTANDING

In light of Amtrak’s desire to stabilize the workforce of Track Inspectors the parties agree to certain changes and incentives on a pilot basis to the track inspection work, including but not limited to switch inspectors, in Work Zone (6). Effective with the signing of this agreement the following changes will occur:

1. All of the current Track and Switch inspector positions in Work Zone (6) will be abolished coincident with the awarding of the following track and switch inspector positions. The attached document, Zone (6) track/switch inspection force, is the list of positions that will be abolished (note: the highlighted position will be a new position when the advertisements are posted), and re-advertised. Thereafter, Track and Switch positions in Work Zones (6) will be modified by the terms of this agreement.

2. Effective with the award of the new Track and Switch inspector positions identified in item 1 above, incumbents may not voluntarily bid off these positions for a period of two years which shall be known as the contract period. Should the position become vacant (illness, retirement or bidding off after two years etc.) new successful bidders will not be permitted to bid off for the contract period (2 years). Employees in the contract period who are faced with a hardship may be released from the contract period when agreed to by the Deputy Chief Engineer Maintenance and the General Chairman.

3. Employees entitled to an exercise of seniority may use their seniority in accordance with the agreement and displace these positions but must fulfill a two year requirement from the time of their displacement. There will be no limit on the number of times these positions may be displaced by employees entitled to exercise their seniority but the two year requirement will continue for each displacement.

4. Thirty days prior to the end of the contract period the incumbent on the position will have the option of:
   a) remaining on the position for another contract period of two years and so notifying the Deputy Chief Engineer Maintenance to that effect, or
   b) exercising a displacement right commencing the day following the last day of the contract period in their home seniority district in accordance the provisions of Rule 18 of the schedule agreement.

5. The track and switch inspector rate in Work Zone (6) will be immediately increased by $2.00 per hour upon the awarding of these positions identified in paragraph 1.

6. In addition to the rate of pay increase, track and switch inspectors in Work Zone (6) will receive a $3.00 per hour incentive allowance.

7. It is understood that these track and switch inspectors will receive additional instruction and training on new technology regarding the reporting of track inspections results. However, at no time will a new test on this technology be required to fill these positions.
8. Track and Switch Inspectors covered by this agreement will still be entitled to receive the Foreman bonus.

9. By mutual agreement this arrangement may be extended to other Track and Switch inspection positions on the property.

10. Copies of this agreement will be attached to the advertisements for the new positions and provided to employees wishing to exercise their seniority to displace one of these positions.

11. This agreement can be terminated with 30 day notice by either party.

For
National Railroad Passenger Corporation

[Signature]
Bruce R. Pohlot
Chief Engineer

[Signature]
Mark L. Johnson
Director, Labor Relations

For
Brotherhood of Maintenance of Way Employees Division – IBT

[Signature]
Jed Dodd
General Chairman – BMWED Pennsylvania Federation

Date
Sept. 11, 2013

Date
Sept. 10, 2013

Date
October 22, 2013
<table>
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<tr>
<th>Division</th>
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<th>Position</th>
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