Dear Brothers and Sisters:

We are pleased to inform you that we have an agreement that will resolve our contract struggle which has gone on for over three years. We have agreed to binding arbitration of this dispute. Under the terms of the arbitration agreement, the dispute was supposed to be resolved and a new contract in place by January 1, 2014. However, because of the scheduling problems of the neutrals who have agreed to resolve our dispute the hearings will be on January 6, 7, 13, 14, 15, 16 and 17, 2014, with an award to be issued several weeks later. The delay in the process was ordered over the strenuous objections of the Union. This matter will be resolved and a new contract will be in place by March 1, 2014, or earlier.

Arbitration is final and binding and the decision of the three neutrals is not subject to appeal or membership ratification. We will have the very best experts and lawyers arguing on our behalf. Our position is that we are entitled to the terms of our national freight agreement, which has provided the pattern for our settlements on the Amtrak property for the last forty years. Amtrak will be arguing for some version of the on property settlements that they have reached with other Unions in the last two years.

The three neutrals who will hear our case are Chairman Ira Jaffe, and board members Herbert Fishgold and Shyan Das. All are well credentialed, and respected, neutrals who have extensive knowledge in Railway Labor Act arbitration and/or Presidential Emergency Boards. They will have the authority to settle the contract dispute which began on January 1, 2010, and establish wage increases, health and welfare benefit levels, health and welfare cost sharing, work rules and back pay. Many members have asked if we will receive back pay, and if the retirees will also receive it as part of our new contract. It will be the position of the Union that we are entitled to full back pay based upon our national freight agreement and that retirees are also entitled to this back pay. In the various agreements that Amtrak has reached with the other Unions they have agreed to full back pay and payment for the retirees. Presumably, they will argue for the same before the arbitration board. If Amtrak does not argue this before the arbitration board then they have a weaker argument. Arbitration is often based upon precedent. If Amtrak strays from its own precedent, the effect will be to make our argument stronger. In the end, all of these questions will be resolved by the neutrals.

Make no mistake about it, forcing Amtrak to arbitrate this dispute is a big victory for the
membership of our unions. Amtrak is quite content not making agreements unless it is on their terms. It was the pressure that the membership placed upon Amtrak management that forced Amtrak to agree to resolve this dispute through binding arbitration.

We will keep you informed as this important process unfolds.

In Solidarity,

Jed Dodd, General Chairman
Brotherhood of Maintenance of Way Employees
Division - International Brotherhood of Teamsters

Dale Bogart, General Chairman
Brotherhood of Maintenance of Way Employees
Division - International Brotherhood of Teamsters

Louis Below, General Chairman
Brotherhood of Maintenance of Way Employees
Division - International Brotherhood of Teamsters

T. J. Nemeth, General Chairman
Brotherhood of Maintenance of Way Employees
Division - International Brotherhood of Teamsters

Hayward Granier, General Chairman
Brotherhood of Maintenance of Way Employees
Division - International Brotherhood of Teamsters

Dennis Albers, General Chairman
Brotherhood of Maintenance of Way Employees
Division - International Brotherhood of Teamsters