New Corporate Amtrak Management Engages in Good Old Fashioned Union Busting

“One Amtrak Way” Threatens Jobs and Families

Union Seeks Strike Authority from Membership To Defend Against Management Attacks

Dear Brothers and Sisters,

Amtrak management has declared war on its employees. Our senior managers have little or no experience in operating or building a railroad. They have not been hired for their railroad expertise. They have been hired to extract more from the workforce and attack our rights and compensation. Over 50% of our current membership has been hired in the last five years, and this management is betting that their anti-employee, union busting tactics will not be hindered by a workforce that is new to union membership. The Union is the primary obstacle to their attacks and our first line of defense is an informed and active membership. The purpose of this letter is to educate you about the problem and begin the process of organizing our resistance to these attacks.

Our new Walmart like managers have launched their attack in many different ways. For example:

- **Legal Harassment.** We are filing claims under our me too clause for the additional payments the UTU received in the last bargaining round. Instead of respecting our rights under the collective bargaining agreement to file these claims, Amtrak has hired a million dollar law firm and paid them hundreds of
thousands of dollars to ask a Federal District court to enjoin us from filing a claim! We will win the right to file our claims. Most observers see the lawsuit as frivolous, but it forces us to expend time and money that could better be used in a more beneficial manner. Union Busting.

- **Real Training is Nonexistent.** Our jobs are extremely dangerous, yet Amtrak refuses to invest the necessary money to properly train the workforce for these jobs. In fact, the training department now has RWP instructors that never worked on the railroad. Training is just enough to pass the test and the employee is considered “qualified.” This enables the new corporate managers to quote rules at us when something goes wrong and threaten us with discharge. Harassment discipline has significantly increased as Amtrak maneuvers to pass their liability on to us. Union Busting.

- **Bad Faith Bargaining.** It has been three months since contract talks have officially opened and Amtrak only recently served us with their contract demands and they refuse to meet with us more than once a month. Amtrak’s bargaining demands seek to reduce compensation, destroy health benefits, replace our jobs with contractors and significantly make working conditions worse. They are designed to not make an agreement. Amtrak’s Senior Vice President Operations will make pronouncements at meetings he has with Union officials about aligning union contracts with the management strategic plan. This means bending the employees over the “One Amtrak Way” table. Meanwhile, Amtrak refuses to bargain in good faith at the contract table where the discussion needs to occur. Union Busting.

- **Injuries Are on the Rise.** After spending 71 million dollars on a failed management safety program, injuries are on the rise. This program was brought to us by consultant associates of CEO Joe Boardman. The consultants (friends of Joe) were paid 30 million of the 71 million. While the management, who doesn’t understand railroad work, clings to their belief in this failed system, we are getting hurt in greater numbers. This is contrasted by the fact that injuries, especially serious injuries, had been decreasing steadily under the negotiated Union safety program. Injuries began to increase once management decided to put their efforts (71 million dollars) into Safe to Safer. Unfortunately, the result has been unnecessary loss of life and limb for our members. When one of our Union safety officers tried to make the program work for the benefit of the membership, Amtrak conducted a witch hunt and then fired him. We are vigorously fighting to get him reinstated. When one of our safe to safer committees became a little too active the Inspector General called them all in and had a chat with them. As a result of these actions on the part of management most, if not all, of our volunteer committee members have resigned. Union Busting.

- **Aggressive Contracting Out of Work.** Amtrak is attempting to contract out work from our bargaining unit that has been long settled in the past as work that is not subject to contracting. This new aggression will be met with a ferocious
response. This increased reliance on contracting is because our new senior managers do not know how to operate, or build, a railroad and it serves as an aggressive Union busting technique. *Union Busting.*

We could add to this list. The new Amtrak management is not trying to work with the Union, they are trying to destroy it. We need an informed and mobilized membership who can organize and resist these attacks. We will be asking you in the future to sign petitions, participate in informational picketing, attend rallies, lobby politicians and engage in other acts of resistance to protect our jobs and our families. This new “One Amtrak Way” management is the single greatest threat to our working lives that we have ever confronted.

Should it become necessary, we need to be ready to call a strike against the railroad. Many members of the Union believe that we have no right to strike. This is not true. It is true that we have a highly regulated right to strike, but that is different than no right to strike. We do however, need to effectively use this right in a timely manner. When this “One Amtrak Way” management crosses the line, we need to be able to immediately respond and set up picket lines.

The process under the bylaws to obtain strike authorization from the membership is long and requires a meeting, and vote of the membership at each local lodge. We are asking that you attend the next regular, or special meeting of your local lodge and pass the attached resolution. Regular meetings are listed in this letter. Special meetings will be given separate notice to that local lodge membership. This resolution will transfer strike authority regarding six different possible scenarios in accordance with Article 19, Section 13 of the National Division bylaws, to the Joint Protective Board. This will permit us to respond timely to these attacks if necessary.

We will continue to aggressively defend the rights of the membership of this Union through the courts, grievance procedure and arbitration, contract table, regulatory agencies, government entities and through any other arena provided to us. However, we also need to be willing to shut this railroad down to defend our jobs and our families should it become necessary and we are asking for your authority for this purpose.

In Solidarity,

*Jed Dodd*, General Chairman

*Anthony Rochon*, Vice Chairman
Eastern Region

*Thomas Wohanka*, Vice Chairman
District 1

*Perry Rapier*, Vice Chairman
Western Region

*George Davidson*, Vice Chairman
District 4 and Secretary Treasurer

*William Manning*, Vice Chairman
District 2

*Steve Steam*, Vice Chairman
District 3 and Webmaster
Local Lodge Resolution to Transfer Strike Authority on Amtrak to the Pennsylvania Federation Joint Protective Board

Whereas, Amtrak management has significantly changed in the most recent period and has proven itself to be exceptionally hostile to the members of the Brotherhood of Maintenance of Way Employees as the management continues to scheme for ways to hurt our livelihood and our families; and

Whereas, Amtrak management has become very aggressive and arrogant about ignoring our collective bargaining rights and routinely violates their obligations under law to meet and make every reasonable effort to resolve differences; and

Whereas, Amtrak is threatening the jobs and livelihoods of the members of the Maintenance of Way union creating insecure jobs out of secure jobs and making it increasingly difficult to care for our families; and

Whereas, these conditions will require at times an immediate response from the Union in the form of strikes, demonstrations, informational picketing and other forms of resistance to repel these attacks, and to protect the rights of the our members;

Therefore, be it resolved, that in accordance with Article 19, Section 13 of the National Division Bylaws, Local Lodge ____________ , meeting on ___________ (date), at the following location ________________________ has voted

Yes ___ No ___

(Circle One)

to authorize a strike against Amtrak or a withdrawal from service and transfer this authority for further action to the General Chairman and Joint Protective Board at a date and time it is determined necessary in the following categories:

1. If an agreement is not reached and we are released from mediation by the National Mediation Board;

2. If Amtrak unilaterally changes or abrogates the contract (Major Dispute);

3. If Amtrak violates their obligations under Section 2, First of the Railway Labor Act and refuses to make every reasonable effort to resolve disputes;

4. If Amtrak creates a safety crisis that threatens the lives or limbs of its employees, contractors or passengers;
5. If a political protest withdrawal from service becomes necessary to protect the interest of members of our Union or the public;

6. To honor strikes and picket lines for other embattled workers in sympathy for their cause.

Be it further resolved that no strike action or withdrawal from service on Amtrak should occur until this resolution, or any part(s) of the resolution, has been approved by the General Chairman and the Joint Protective Board and all other additional authority has been secured as required by the National Division Bylaws.

Printed Name and Signed:

Lodge President:

Lodge Secretary Treasurer

note: in the absence of either the Lodge President or Secretary Treasurer any Federation officer present is also authorized to sign and verify this vote.

Regular Meetings of Local Lodges to Consider Strike Authorization Vote

<p>| Local 3068  | Tuesday, April 14, 2015 5:00 P.M. | Bello's Pub and Grill 376 Market Street Newark, NJ 07105 |
| Local 3014  | Thursday, April 9, 2015 7:30 P.M. | Elks Lodge 835 West Bridge Street Morrisville, PA 19067 |
| Local 3041  | Thursday, April 30, 2015 5:00 P.M. | American Legion Post 135 300 Cherry Street Perryville, MD |
| Local 3082  | Tuesday, April 21, 2015 5:00 P.M. | Bello's Pub and Grill 376 Market Street Newark, NJ 07105 |</p>
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<thead>
<tr>
<th>Local</th>
<th>Date &amp; Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Local 3089</td>
<td>Monday, April 27, 2015 5:00 P.M.</td>
<td>Cavanagh’s Pub 39th and Sansom Streets Philadelphia, PA</td>
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<tr>
<td>Local 3011</td>
<td>Thursday, April 9, 2015 6:00 P.M.</td>
<td>Riverside Club 730 E. Strawberry Street Lancaster, PA 17602</td>
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<tr>
<td>Local 3012</td>
<td>Wednesday, May 6, 2015 5:00 P.M.</td>
<td>Dagwoods Pub 4625 Linden Avenue Philadelphia, PA 19141</td>
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<tr>
<td>Local 3039</td>
<td>Tuesday, April 14, 2015 5:00 P.M.</td>
<td>A. J. Stephen’s Bar 105 S. MacDade Blvd. Glenolden, PA 19036</td>
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<tr>
<td>Local 3086</td>
<td>Thursday, April 2, 2015 6:00 P.M. Chicago Time</td>
<td>Mama Vesuvios East Restaurant 6361 W. College Drive Palo Heights, IL 60463</td>
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<tr>
<td>Local 3028</td>
<td>Wednesday, April 29, 2015 7:00 P.M.</td>
<td>Coach Yard Building Washington Terminal Washington, D.C.</td>
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<tr>
<td>Local 3075</td>
<td>Saturday, April 25, 2015 10:00 A.M.</td>
<td>Teamster Local 355 1030 S. Dukeland Street Baltimore, MD</td>
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<td>Local 3005</td>
<td>Wednesday, April 29, 2015 5:00 P.M.</td>
<td>American Legion Post 135 300 Cherry Street Perryville, MD</td>
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<tr>
<td>Local 3055</td>
<td>Wednesday, April 8, 2015 5:00 P.M.</td>
<td>Lestardo’s Crab House 135 Christiana Road Route 273 New Castle, DE</td>
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Pennsylvania Federation BMWED- Teamsters 421 North Seventh Street Suite 299 Philadelphia, PA 19123