

An Injury To One Is An Injury To All

AN APPEAL TO REASON



Newsletter of the Pennsylvania Federation

May 2010

**Brotherhood of Locomotive Engineers Ratify
New Five Year Agreement on CSXT
Base Pay Increases 17% with 5% January 1, 2010 And
Performance Bonuses Which in Prior Agreement Paid 24K
No Work Rule Changes
Health Care in National Handling**

**IBEW, IAM, Carmen and TCU Initial
New Five Year Agreement on Amtrak
14.5% in Six Month Increments of 1 or 1.5%
Minor Work Rule and Benefit Changes
Cost Sharing Potentially Increases to \$230.00 per Month
Subject to Membership Ratification**

**Study Determines that Amtrak Passenger Rail Workers Underpaid 11-
15% Compared to other Passenger Rail Workers in United States and
Amtrak Workers Pay More for Health and Welfare Cost Sharing for
Same Work**

**BMWED, BRS, NCFO, IBBB and SMWIA Form
Passenger Rail Labor Bargaining Coalition on Amtrak
Demand Parity with other Passenger Rail Workers**

BLET and CSXT Ratify New Five Year Agreement

Terms:

General Wage Increases:

1/1/2010	5.0%
1/1/2011	2.5%
1/1/2012	2.5%
1/1/2013	3.0%
1/1/2014	3.0%
total without compounding:	16.0%

Work Rule Changes: None

Performance Bonus: Same Formulae that produced average payout of 24K per employee in previous five year agreement

Health Care Benefits and Cost Sharing: Subject to National Handling

Study Finds Amtrak Workers on Average Underpaid Compared to Other Passenger Rail Workers and Amtrak Workers Pay More in Health Care Cost Sharing

A recent study has found that Amtrak workers are on average paid less than their counterparts on the other passenger railroads in the United States. The study took the average rates for given classifications, weighted these rates with the average number of employees in the classification, and found that Amtrak workers are paid 11-15% less than workers performing the same work. SEPTA, NJT, LIRR, MBCR and Metro North were used for the comparison.

The gap becomes even greater when health care cost sharing is factored into the total compensation package. Employees have no cost sharing on LIRR, MBCR, and NJT. On Metro North most employees do not have cost sharing. On SEPTA workers pay 1% of the first 40 hours worked for health benefits. Amtrak workers, by comparison pay 15% of total plan costs which equates to 3-4% of base salary.

IBEW, IAM, Carmen and TCU Initial New Five Year Agreement on Amtrak Subject to Membership Ratification

Terms:

General Wage Increases:

7/1/2010	1.5%
1/1/2011	1.5%
7/1/2011	1.5%
1/1/2012	1.0%
7/1/2012	1.5%
1/1/2013	1.5%
7/1/2013	1.5%
1/1/2014	1.0%
7/1/2014	1.5%
1/1/2015	1.5%

total without compounding: 14.0%

contract reopens 1/2/2105

Work Rule Changes:

Biweekly Pay Mandated
Direct Deposit Mandated

Employees Who Violate Drug and Alcohol
Waiver Denied Trial but Retain Appeal and
Arbitration Rights

Health Care Benefits:

No Changes in Benefit Levels or Co-Pays, except employees who go to Emergency Room and are not admitted the payment increases from \$50.00 to \$75.00.

Health Care Cost Sharing:

15% of total plan costs or whatever is lower effective:

7/1/2010	\$177.00/month
7/1/2011	\$190.00/month
7/1/2012	\$210.00/month
7/1/2013	\$230.00/month
7/1/2014	\$230.00/month
7/1/2015	\$230.00/month

Amtrak has right to reopen health care bargaining in July 2014

BMWED, BRS, NCFO, SMWIA and IBBB Form Passenger Rail Labor Bargaining Coalition on Amtrak Demand Wage Parity with other Passenger Rail Workers

A coalition of Amtrak unions, that formed during the last round of bargaining to produce the agreement with eight years of back pay, have united for the purposes of bargaining a new agreement on Amtrak. These unions have served Amtrak with demands to close the wage gap between other passenger rail workers and Amtrak workers. Roland Wilder from the law firm of Baptiste and Wilder, who served as chief spokesman for these Unions during the last round, has been selected to serve as chief spokesman again for this round. Jed Dodd, a General Chairman with the BMWED, has been selected as the chairman of the bargaining coalition. On the subject of the recent agreement initialed by some Amtrak unions he stated,

“Last round we faced a hostile government and agreed to a 17% raise over the last five year period of the agreement with no work rule changes and keeping the benefits intact. A 14% settlement with a friendlier administration in charge of the government is not adequate. This is particularly true in light of the fact that workers on other passenger railroads performing the same work are, on average, much better paid. This new tentative agreement does not meet the needs of BMWED members and we do not see how it can serve as a basis for settling our outstanding dispute with Amtrak.”

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