

**Terms of Agreement with the American Railway and Airway Supervisors Association
(ARASA-Foremen) (9/14/07)**

The parties agree to the following new terms and conditions in full and final settlement of any open Section 6 Notices:

- **Term of New Amtrak/ARASA-ME Agreement**
 - Through September 30, 2010 and continuing until the parties reach the next Agreement
 - Changes to agreement may be served no earlier than 120 days prior to October 1, 2010
 - Agreement changes effective upon receipt of written notice of ratification except as otherwise noted.

- **Wages in New Amtrak/ARASA-ME Agreement**
 - No retroactive pay
 - COLA Clause is eliminated
 - General Wage Increases
 - Amtrak Pattern- "TCU deal" (\$.75 COLA rolled into base; then 3.5%, 3%, 3%)
 - 2.5% - 10/1/05
 - 2.0% - 10/1/06
 - 1.5% - 4/1/07
 - Above increases effective within 30 days of notice of ratification
 - 2.0% - 10/1/07
 - 1.5% - 4/1/08
 - 3.5% - 10/1/08
 - 3.5% - 10/1/09
 - \$4,500 Lump sum Signing Bonus

• **Medical/Benefits Changes in New Amtrak/ARASA-ME Agreement (9/14/07)**

Make the following changes in the medical plan (AMPLAN) to be effective the month following the implementation of the wage adjustments to be made within 30 days of notice of ratification:

- Add one Routine Annual Physical to the Comprehensive Plan (CHCB).
- Broadened Speech Therapy coverage.
- Add PKU tests coverage for infants
- No co-payment for allergy shot
- Move to 3 tier drug co-pay at \$10 generic/20 brand/30 non-formulary for retail and \$20 generic/\$30 brand/\$60 non-formulary for mail order, active and retirees
- Reduce Disability extension from 36 to 24 mos. maximum.
- Reduce CHCB coinsurance from 85% to 75% (or to 60% without approval of services) for those who live in an area where they may choose between CHCB and Managed Care (MMCP)
- The Individual and Family Out-of-Network Deductibles under the Plan's MMCP will be increased to \$300 and \$900, respectively.
- The Annual Out-of-Pocket Maximum for out of network services under the Plan's MMCP will be increased to \$2,000 per individual and \$4,000 per family.
- Increase office visit co-pay from \$15 to \$20 (Primary Care/Urgent Care), \$35 (Specialist) and \$50 (Emergency Room). Emergency Room co-pay will be waived if the covered member is admitted to the hospital.
- Clarify definition of children
- The annual deductibles for Individual and Family under the Plan's CHCB will be increased to \$200 and \$400, respectively.

The Annual Out-of-Pocket Maximum under the Plan's CHCB will be increased to \$2,000 per individual and \$4,000 per family.

- Active employee contributions \$166.25/month commencing in the month following the month in which the wages are implemented and adjusted July 1 2008, and each July 1 through and including 2010 based on the 15 % of AMPLAN, Dental, Vision, AD&D and Life Insurance per employee cost (based on previous year) divided by 12. The July 1, 2010, employee

monthly cost-sharing contribution shall be adjusted to be the lesser of (1) or (2) below:

- (1) 15% of the Carrier's total costs of above benefits for 2009, divided by 12, or
 - (2) \$200.00 or the July 1, 2009, employee monthly cost-sharing contribution amount, whichever is greater.
- o Last amount in the 2010 calculation will continue and not increase unless by agreement. Employee deductions will be made on a pre-tax basis.
 - o Amtrak will implement early Retiree (Age 60-Medicare) per retiree medical contributions of \$50/month, effective October 1, 2007.
 - o Employees may opt out of the AMPLAN, Vision and Dental coverage, if proof of other plan, with no employee contributions. Employees may revoke the opt out in certain circumstances.
 - o Adjust the Supplemental Sickness Benefits payout levels to freight levels; timing to be agreed upon. Unions will cooperate in changing providers should Amtrak desire to do so.
 - o Provide for entry into the 401(K) Plan before 1 year of service.
 - o Improve Off Track Vehicle benefits.