



Brotherhood of Locomotive Engineers and Trainmen

A Division of the Rail Conference of the International Brotherhood of Teamsters

General Committee of Adjustment Amtrak/KCS/VRE/Caltrain

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General Chairman

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Via Electronic & U. S. Mail

GCA Memorandum

June 8, 2015

To: All Amtrak Local Chairmen

Brothers, as most of you know from various past discussions the GCA has been working toward revising Appendix K (Engineer Training Agreement) over the last two years. The purpose of these revisions is to: 1) address the elimination of the Hogan Process and changes within the Human Capital Department, 2) revise the terminology of “reentry” Engineers, which is no longer applicable, 3) resolve the numerous problems that have arisen concerning rate progression and vacation entitlement pursuant to Appendix T, and 4) simplify the pass/fail scoring basis. That has been accomplished by revising, clarifying and strengthening certain provisions of the Agreement. We believe these revisions successfully capture required changes and will hopefully eliminate many of the problems we’ve experienced going forward. Also enclosed here for your files and reference during the candidate interview process, please find a copy of a matrix that was developed and has been distributed to Amtrak’s Human Capital Department. That matrix will be used to properly address and resolve any questions or concerns that surface during the interview process, and most importantly, prior to any candidates advancing to Wilmington.

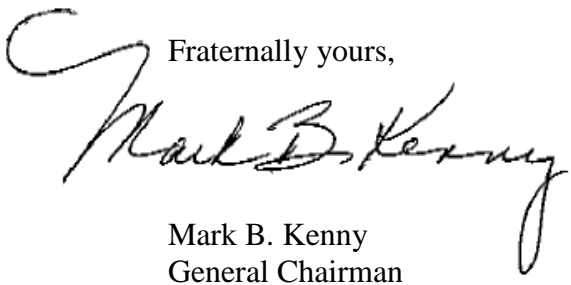
The majority of the revisions demanding your attention are contained in Article I, paragraphs (A) and (B). With the exception of the pass/fail scoring mentioned above (Article V), the extension of the probation period within Article II, which were absolutely necessary in terms of program improvement, and the addition of Article VIII, which mirrors the language of the 2012 CBA relative to Repayment of Costs Associated with Training, the remaining revisions are limited to conforming changes throughout the document.

That aside, pursuant to governing BLET Bylaws, **General Committee Rules, Section 41(b)**, a ratification process is required prior to the GCA acting upon finalizing the proposed revisions in Appendix K. Therefore, in accordance with that section, all Amtrak Local Chairmen are hereby respectfully directed to, **“...poll the active membership attending the first regular or special division meeting following receipt of such proposal and ascertain the wishes of the membership.”** As such, kindly poll the attending members of your Local Division at your next regularly scheduled meeting for that purpose, and timely notify the GCA of those balloting results. Said results may be reported to the GCA by using the enclosed stamped return envelope for U.S. Mail or by electronically communicating the results by email to this address.

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As always, if you have any questions or concerns with regard to the proposed Appendix K, the required ratification process or any other issue related to this matter, please call at your convenience. Thank you for your time and anticipated attention to this important issue.

Fraternally yours,



Mark B. Kenny
General Chairman

Cc: J. P. Louis, VP
GCA Executive Committee, Amtrak GCA