

Pennsylvania Federation Northeastern System Federation



Anthony Sessa
General Chairperson
Pennsylvania Federation

Dale Bogart
General Chairperson
Northeastern System Federation

July 10, 2019

Dear Brothers and Sisters,

Re: Truth and Lies: Amtrak Work Rule Talks

Recently Amtrak Engineering Manager Andrew Keefe has been attending town halls and gang meetings and lying to the membership about work rule talks with the Union. It is a pathetic attempt to undermine the leadership of the Union while we engage in these discussions. While we are confident that our membership can see through this charade he has raised questions in the membership about these discussions and you are entitled to the truth and the answers.

Keefe has stated that we have rejected an offer to increase wages by six dollars per hour. This is not true as will be explained. Engineering managers do not give a hoot about you and your family or they would not be working 24/7 trying to figure out how to do our work with contractors. However, they do care about their bonuses. A big percentage of senior Amtrak engineering income comes from performance bonuses. These bonuses are paid when engineering completes projects on time and in budget or under time and under budget. Since our wages are the expenses in their bonus money, the more money they make means the less money we make. It is true that we had some work rule discussions with Amtrak and Andy Keefe was on Amtrak's negotiating team. Amtrak's offers were designed to make us produce more, reduce overtime costs and eliminate basic rights coupled with an outright refusal to properly compensate for these changes. Any agreement we would have made with Engineering would need to be ratified by the membership. We met with them over a dozen times and each time their offers were insulting. At no time did they offer six dollars an hour increase. At no time did we have a package that was acceptable to the leadership of this Union or could be ratified by the membership of the Union.

We offered Amtrak unlimited contract jobs like the track inspector agreement in New York City with the addition of meals, lodging and travel allowance. This would resolve Amtrak's stated claim they are not getting qualified workers to fill key positions. The NYC track inspector jobs pay an additional 5 dollars per hour. Amtrak would only

offer 2 dollars an hour for the additional contract jobs. Amtrak offered a small increase in the foreman rate but wanted to eliminate the foreman bonus program. Amtrak offered a 2% general wage increase (about 50 cents an hour) but then Amtrak wanted the right to work all jobs on the weekends for straight time pay. Amtrak wanted to take seniority from workers who did not hold their highest pay job. There are four or five other "give backs" that Amtrak demanded but you get the idea. Amtrak demanded, demanded, demanded and demanded and then offered only 10% of their value. Andy Keefe and the other engineering managers that are out on the property lying about these failed talks would have received much bigger bonuses if their smoke and mirror show had been accepted.

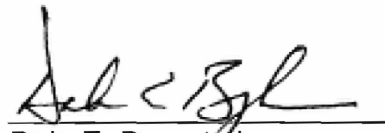
We are prepared to engage in meaningful discussions with Amtrak when it makes sense for the membership to make the changes. Next time your boss has more "information" about how the Union is selling out the membership just tell him that the place to have these discussions is at the bargaining table with the leadership of the Union. What Andy Keefe and his little minions are doing is unprofessional and dangerous. We are refuting this round of lies because it has become persistent and the membership has legitimate questions that hopefully have been answered with this letter. We do not intend to counter every lie that comes out of the mouth of every engineering manager and hopefully when one of them has "information" they need to share just consider the source and consider it fake news.

As always, if you need to contact us with additional questions please call us at any time.

In solidarity,



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