

2010 – 2014 Interest Arbitration Award
Collective Bargaining Agreement (CBA)
BMWED – BRS – Amtrak
(Page 23 of 25 of Award) 3/25/2014

Supplemental Award (page 33 of 72 of Supplemental Award)
Signed by Charles E. Woodcock III

Mandatory Pay Voucher if employee is shorted 8 or more hours within a pay period, payment is to be issued by check or direct deposit within two (2) business days of notification.

Supplemental Award (page 56 of 72 of Supplemental Award)

Article IV Sec. 1 & 2

- * Bi-Weekly pay, Mandatory Direct Deposit, Definition of Workweek.
- * Eliminated Investigation, expedited Appeal Hearing for violation of D&A Waiver.

calculation of retroactive pay, offsets may be taken to reflect the failure of those individuals to have paid the full Amtrak Pattern employee premium rates.

Effective January 1, 2015, the Carrier is to implement the design changes to AMPLAN that were provided for under the Freight Pattern and PEB No. 243. These include specifically the adoption of deductibles, coinsurance, out of pocket maximums, and changes to the prescription drug program. Premiums are to be set at \$209.19 (the premiums paid pursuant to the other Amtrak Pattern agreements) or, if lower, 15% of the total cost of AMPLAN, Dental, Vision, AD&D and Life Insurance cost. Unless a different rate is set through subsequent negotiations, the employee premiums will be reset, effective July 1, 2016, at the lower of \$230 per month or 15% of the total cost of AMPLAN, Dental, Vision, AD&D and Life Insurance cost.

Work Rules

* The Board is persuaded that adoption of the bi-weekly pay, direct deposit, definition of the workweek, and adjustment of pay error administrative work rule changes described above are appropriate, are part of the Amtrak Pattern settlements, and should be adopted.

* The Board is further persuaded that the change in disciplinary rule with respect to eliminating investigations and expediting the appeal of Alcohol and Drug Waiver disciplines is appropriate and part of the Amtrak Pattern and should be adopted.

* All other proposed work rule changes are rejected. The PRLBC has provided persuasive reasons not to adopt the proposed pre-disciplinary meeting changes proposed by the Carrier that were agreed to by some, but nowhere near all, of the other organizations.

2010-2014
CBA 3/25/2014

_____, 2014

Jed Dodd
General Chairman – BMWED

Dale Bogart
General Chairman – BMWED

T. J. Nemeth
General Chairman – BMWED

Dennis Albers
General Chairman – BMWED

Hayward J. Granier
General Chairman – BMWED

Louis Below
General Chairman – BMWED

**Re: Language Implementing the March 25, 2014 Interest Arbitration
Award – Pay Shortages**

Dear Sirs:

This refers to Article III, Section 1 Payroll Efficiencies, paragraph (a). It is understood that concurrent with the implementation of Bi-weekly pay, the following will govern pay shortages:

“If an employee’s pay is short the equivalent of eight (8) hours pay or more, the amount short will be issued to the employee by either check or direct deposit within two (2) business days of notification.”

Very truly yours,

Charles E. Woodcock, III
Leader, Corporate Labor Relations

Class II	\$2,691
Class III	\$2,511

Section 2 - Further Adjustment of Plan Benefits

(a) Effective April 1, 2014, the benefits provided under the Plan shall be adjusted so as to restore the same ratio of benefits to rates of pay as existed on the effective date of this Article.

(b) The benefit adjustment described in Section 2(a) above shall be made effective on each of the following dates: July 1, 2014, and January 1, 2015.

(c) The benefit adjustment described in Section 2(a) above shall be made effective on the date of each general wage increase that becomes effective after January 1, 2015.

ARTICLE IV – OTHER CHANGES

Section 1 - Payroll Efficiencies

(a) Employees shall receive their pay bi-weekly, by direct deposit into an account with a bank, credit union, financial-services organization, or similar institution. Payroll advice will contain an itemized record of all deductions from employee's earnings.

(b) For the purposes of Payroll calculation, the work week will be a period of seven (7) consecutive days beginning with Monday at 12:01 a.m.

Section 2 – Discipline

The Discipline Rules are modified to eliminate formal investigations for Alcohol and Drug Waiver violations. Any discipline assessed will be subject to appeal directly to the Director of Labor Relations and to arbitration under the grievance rule. The burden of proving an Alcohol and Drug Waiver violation rests with the Carrier.
