

Pennsylvania Federation Northeastern System Federation



Jed Dodd
General Chairman
Pennsylvania Federation

Dale Bogart
General Chairman
Northeastern System Federation

April 3, 2017

To: All Track and B&B Workers on the Northeast Corridor

Re: Training and Qualification Issues

Dear Brothers and Sisters:

The Union, along with 5 of our African American members, forged a campaign over many years to end the discrimination in training and qualifications for positions in the Northeast Corridor Engineering Department. This struggle resulted in a consent decree that substantially reduced discrimination in training and qualifications in the part of Engineering managers and standardized the processes for all NEC Engineering Department workers. This consent decree was eventually incorporated into the collective bargaining agreement in 2008. This agreement requires standardized tests, standardized training, standardized qualifications and rank and file members to qualify and train members on equipment.

With the massive reorganization in management, many of the new managers were unaware of these procedures and the rights of the membership have sometimes been ignored. Also, with the great turnover in our rank and file, many of our new members are not aware of these rights or how to enforce them. The Union has met with management over the problems regarding implementing this agreement and they have revised their training and qualifications procedures to comply with our agreement. The purpose of this letter is to inform you of your rights under the agreement so that you know your rights and can help enforce them.

The complete text of the M/W Consent Decree Agreement of January 17, 2008, and a list of the standardized qualifications, can be found at the Pennsylvania Federation website at www.pennfedbmwe.org and at the Northeastern System Federation website at www.bmwednesf.org. This agreement provides, in part, for the following:

- All practical competence tests shall be administered by a qualified equipment trainer. A list and contact information for the qualified equipment trainers is attached.
- A practical test shall be administered to any employee who submits a written request to take such a test within 15 days of receipt of the request provided that the employee has not failed the same practical test within six (6) months. A copy of the request to demonstrate equipment qualifications and where to send it is attached. Results of the test must be provided within ten days of the test. Employees have a right to demand retest if they fail and that retest shall be observed by a Union representative.
- Written tests are handled in the same way.
- All initial NORAC training classes will be advertised and awarded in accordance with the collective bargaining agreement. The Training Administrator is required to inform employees who contact him of the time and location of NORAC re-certification classes and of the telephone numbers, or other means of contact for the instructors of the classes. The Training Administrator name and contact information is on the attachment with the equipment trainers.
- Management will provide employees an opportunity to learn the physical characteristics of a segment of track and the Training Administrator will promptly provide track charts for the segment of track in issue. For a complete understanding of when and how management will provide this opportunity please read the actual agreement.
- Under certain circumstances (see actual agreement) Amtrak will afford an employee paid time off to apply for and take a Commercial Drivers License test, shall afford an operator to drive the employee and the vehicle to the test, and shall reimburse the candidate for the cost of any required physical exam and of any test and license fee.
- If no qualified employee bids for a position in the Track Department, the position shall be automatically converted into a one for one training opportunity and shall be awarded in accordance with seniority. For a complete list of machines eligible for one for one training, and the training periods allocated, please see the actual agreement. Employees will receive training and if they pass the test for the position will obtain a seniority date if they do not already possess one.
- The Training Administrator will mail any training material upon written

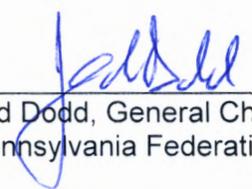
request within ten days of receipt of the request.

For MW Repairmen there is a separate procedure that has been distributed to the MW Repairmen. If you have not obtained a copy of the separate procedures for MW Repairmen and want it, please contact the Union and it will be promptly provided.

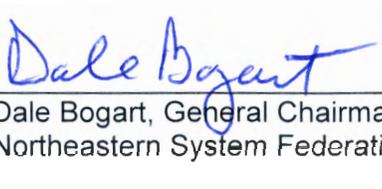
This is a brief overview of our rights for training and qualifications. The actual agreements are much more detailed and we would urge you to read them. If you would like a copy mailed to you please contact the Union. We believe that with the management reorganization of training and testing, and the education of our membership about our rights on these issues, that many of the problems that have occurred in the recent past will be corrected.

In the event you believe that Amtrak is not complying with the training and qualification terms of the Agreement please contact an officer of the Union so that this can be investigated and corrected.

In Solidarity,



Jed Dodd, General Chairman
Pennsylvania Federation BMWED-IBT



Dale Bogart, General Chairman
Northeastern System Federation BMWED-IBT

CTO EQUIPMENT TRAINER CONTACT INFORMATION

	NAME	TITLE	OFFICE PHONE	CELL PHONE	FAX	EMAIL ADDRESS
	*Training administrator	Kruse, Frank	Sr. Manager Track&BB	728.2301		KruseF@amtrak.com
1	Caputo, Kurt	Trainer, NY	NYD	267.315.2212		Kurt.Caputo@amtrak.com
			521.7787/212.630			
2	Lewis, Larra	Trainer, TLS	Corridor	215.430.1444		Larra.Lewis@amtrak.com
3	Marino, Bob	Trainer, Surfacing	Corridor	267.236.5904		MARINOR@amtrak.com
4	Smith, Robert	Trainer, Tie Units	Corridor	267.236.5909		Robert.Smith@amtrak.com
5	Smith, John	Trainer, MAD	MAD	267.236.5906	728.3553	John.Smith@amtrak.com
6	Mossman, Frank	Trainer, NED, Pvd	NE	401.265.9313	575.726	MossmF@amtrak.com
7	Marenholz, John	Trainer, NED, NH	NE	203.650.1145		John.Marenholz@amtrak.com
8	Shaw, Bob	Trainer, Surfacing	Corridor	215.989.1336		Robert.Shaw@amtrak.com
9	Florita, John	Trainer, Surfacing	ND	860.883.9288		FioritJ@amtrak.com
10	Mihalko, John	Trainer, Surfacing	SD	215.370.4653	267.980.5741	John.Mihalko@amtrak.com
11	Demp, Alfonso	Trainer, Undercutter	Corridor	610.812.2344		
12	Snyder, Daniel	Trainer, TLS	Corridor	215.239.7062		Daniel.Snyder@amtrak.com
13	Cannon, John	Trainer, SES	Corridor	203.676.3236		CannonJ@amtrak.com
14	Barlow, John	Trainer, TLM	Corridor	267.262.4457		John.Barlow@amtrak.com
15	Green, Byran	Trainer, MAD	MAD	301.432.4522		Bryan.Green@amtrak.com
16	Starr, Robert	Trainer, Surfacing	Corridor	267.542.0117		



Request to Demonstrate Qualifications on M/W Equipment

Name _____ SAP# _____
Address _____ Phone Number _____
City, State Zip _____
Supervisor Name _____
Present Position _____
Work Location _____

Please consider this request to demonstrate my qualifications on the following piece of equipment:

LIST ONE ITEM PER FORM ONLY

Name of Equipment or Machine/Code Number

Sincerely yours,

The completed request may be emailed or faxed to:

E-mail:
DL_Trainingreq01@amtrak.com

Fax:
202-799-6380



Request to Demonstrate Qualifications for a Represented Position

Name _____ SAP# _____
Address _____ Phone Number _____
City, State Zip _____
Supervisor Name _____
Present Position _____
Work Location _____

Please consider this request to demonstrate my qualifications for the following position (check desired position you are requesting):

CHECK ONE BOX ONLY

- MW Track Geometry Maintenance Technician
- BSS Test
- B&B Mechanic Foreman
- B&B Inspector
- B&B Plumber
- B&B Mechanic
- B&B Cabinetmaker
- B&B Bricklayer
- MW ARASA

Sincerely yours,

The completed request may be emailed or faxed to:

E-mail:
DL_Trainingreq01@amtrak.com

Fax:
202-799-6380