

While engaged in the ETP, including OJT, student engineers are paid at the passenger engineer trainee rate (\$23.03 effective 7/1/2013).

While engaged in the ETP, including OJT, re-entry engineers (those with prior FRA, Class I, Part 240 Train Service Engineer Certification that meet the conditions set forth in Appendix T (such as, railroad where trained/worked, amount of time worked as a passenger engineer and time in between prior railroad and Amtrak hiring) are paid at some percentage (e.g., 75%, 80%, etc.) of the full rate of a passenger engineer or at the full passenger engineer rate of pay (\$39.66 effective 7/1/2013) depending on time possessing Class I certification.

These rates are paid to student engineers and re-entry engineers until they mark up for service as a passenger engineer. Student engineers and re-entry engineers (those covered by Appendix T) who are not hired at the 100% rate, upon marking up for service as a passenger engineers, are paid at the 75% or applicable entry rate of pay. The applicable entry rate of pay increases by 5% points for each calendar year of active service (365 day period) provided the employee performs 80 or more tours of duty (working tours). Although paid at the passenger engineer trainee rate during OJT, Amtrak passenger conductors who successfully ETP are paid at the same entry rate of pay that they were paid while working as a passenger conductor upon marking up for service as a passenger engineer.