

May 12, 2015

Pre-Interview	Interview - 3-Member Panel (Road Foreman or designee, Local Chairman or designee and Talent Acquisition Representative) Determining whether candidate is a Category I Student or Category II Passenger Engineer		Determining Rate of Pay and Vacation Eligibility	
<i>Successfully pass pre-employment testing.</i>	Category I Student Engineer	Category II Passenger Engineer	Category I Student Engineer	Category II Passenger Engineer
<p>Category I Student Engineer: Standard interview process.</p> <p>Category II Passenger Engineer: Instruct candidate to bring to the interview 1) 49 CFR, Part 240 Class I Train Service Engineer Certification card(s); 2) a document kept in the normal course of business or a letter validating that the candidate worked 150 days as a locomotive engineer in the 365-day period preceding the date of the letter instructing the candidate to report for the interview; and 3) a document kept in the normal course of business or a letter validating the amount of vacation allowed by the previous employing railroad, if applicable. *</p>	<p>Never held 49 CFR Part 240 Class I Train Service Engineer Certification. Or</p> <p>Previously or presently holds 49 CFR Part 240 Class I Train Service Engineer Certification, but has had more than a 12 month break in service preceding the date of the letter instructing the candidate to report for the interview.</p> <p>Or</p> <p>Previously or presently holds 49 CFR Part 240 Class I Train Service Engineer Certification, but has not worked 150 days as a locomotive engineer in the 365-day period preceding the date of the letter instructing the candidate to report for the interview.</p> <p>Or</p>	<p>Candidate has not had more than a 12 month break in service between previous Carrier and the date of the letter instructing the candidate to report for the interview.</p> <p>And</p> <p>Presently possesses 49 CFR Part 240 Class I Train Service Engineer Certification for a minimum of one (1) year, and has worked 150 days as a locomotive engineer in the 365-day period preceding the date of the letter instructing the candidate to report for the interview</p> <p>And</p> <p>Currently holds 49 CFR Part 240 Class I Train Service Engineer Certification issued by one (1) of the following Class I, freight, intercity and/or commuter railroads: Amtrak, Burlington Northern Santa Fe (BNSF), Canadian Pacific (CP), Canadian</p>	<p>Paid consistently at the Category I Student Engineer rate of pay throughout all phases of the ETP; including, OJT. Said rate of \$23.96 (effective January 1, 2015) is stayed for the duration of the ETP except as otherwise adjusted by applicable GWI and COLA adjustments.</p> <p>Current Amtrak employees hired as Category I Student Engineers will retain their previous vacation eligibility date.</p>	<p>Candidates hired as Category II Passenger Engineers will be paid at the applicable hourly rate as defined in the letter offering employment provided by Talent Acquisition following the interview process. Likewise, vacation eligibility will be defined in the offer letter.</p> <p>Category II Passenger Engineer candidates will be credited for rate progression improvements commencing at 80% to 100%, which will be applied in 5% increments for each year in which 49 CFR Part 240 Class I Train Service Engineer Certification was held provided the candidate worked 150 days as a Locomotive Engineer in the previous 365-day period preceding the date of the letter instructing the candidate to report for the interview.</p> <p>Said rate and vacation entitlement is wholly contingent upon the candidate providing the required</p>

	<p>Previously or presently holds 49 CFR Part 240 Class I Train Service Engineer Certification, but has been on a leave of absence from the craft of locomotive engineer, including working in another agreement-covered or non-agreement position.</p> <p>However, previous service as a Road Foreman of Engines/DSLE may be considered, but must be specifically reviewed by Amtrak System GRFE and the BLET General Chairman in order to determine the extent of practical engine service experience.</p>	<p>Northern (CN), Union Pacific (UP), Norfolk Southern (NS), CSXT, Conrail – SAA, Southeastern Pennsylvania Transit Authority (SEPTA), Keolis Commuter Service (KCS - Boston), METRA, New Jersey Transit, Long Island Railroad, NY & Atlantic Railroad, and P&W RR. See (**) below.</p> <p>Any uncertainty relative to the adequacy of previous railroad training, which is not specifically referenced herein, must be immediately referred to the System General Road Foreman or his designee who will consult with BLET General Chairman in that regard.</p> <p>And</p> <p>Refer to Agreed-Upon Questions and Answers 7, 8 and 9 of Appendix T (copy attached) regarding candidates serving probation pursuant to 49 CFR Part 240.117; candidates from Short Lines & Regional Railroads; and candidates from locations other than within the United States.</p>		<p>documentation at the interview process or within the timeframe specified by the Interview Panel, but no later than the date of the letter offering of employment. See (*) and (**) below.</p> <p>Once a candidate’s rate and vacation eligibility has been determined and established in the offer letter, it will remain constant throughout the duration of all phases of the ETP.</p> <p>Upon successful completion of the ETP, future rate and vacation eligibility adjustments will be made in strict accordance with applicable CBA rules.</p>

*Candidates must provide documentation from their previous employer supporting 49 CFR, Part 240 Class I Train Service Engineer Certification being held, and meeting the experience criteria of having worked 150 days as a Locomotive Engineer within the 365-day period preceding the date of the letter instructing the candidate to report for the interview. Said documentation must be provided at the employment interview unless specific arrangements are made to provide the required documentation within a prescribed time frame beyond the initial interview. Under no circumstances will candidates be offered a letter of Amtrak employment as a Category II Passenger Engineer if said documentation was not timely provided. Any such arrangement, as described above, must be duly noted in the candidate's record by the Interview Panel. Candidates who fail to provide said documentation within the prescribed time frame set forth above will not be given any further consideration of their prior service and will be hired strictly as Student Engineers.

**Upon meeting the 150 "days of service" criteria above, Candidates will only be given credit toward an improved entry rate and vacation eligibility for each calendar year in which they provide documentation of holding 49 CFR Part 240 Class I Train Service Engineer Certification and documentation supporting the amount of vacation allowed by their previous employing carrier. Failure to provide same will result in the candidate being hired as a Category I Student Engineer and the forfeiture of any further rate progression or vacation eligibility consideration under Appendix T.

Rates of Pay effective 1/01/15

Category II Passenger Engineer:

80% - \$33.02

85% - \$35.08

90% - \$37.14

95% - \$39.21

100% - \$41.27

(full rate)

Category 1 (Student)

\$23.96