

APPENDIX "S" – Manpower Relocation

July 9, 1996

Mr. R. E. Wiggins
General Chairman-BLE
4 Executive Campus, Suite 100 771
Cuthbert Boulevard & Route 70
Cherry Hill, NJ 08002

Dear Mr. Wiggins,

This has reference to our discussion in connection with a manpower shortage at different locations throughout the System, and the use of furloughed Amtrak employees from other locations.

Amtrak recognizes the need to employ a sufficient number of Engineers and Assistant Engineers to meet the needs of service. Due to a present shortage, it was agreed that Amtrak would offer an opportunity for employees from locations with furloughed employees to temporarily transfer to locations where a shortage exists. The following terms and conditions are controlling in connection therewith:

1. A notice will be posted at all such locations advising that applications are being accepted from furloughed employees for transfer to the crew base(s) where a shortage exists. Amtrak will also provide a copy of the notice and this agreement to furloughed employees by mail.
2. Employees accepting transfer will be provided transportation to the location where transferred, and will be required to remain at the location for a minimum of 120 days, unless released prior thereto. In addition, the following will be provided during the first 120 days at the transfer location:
 - A. Lodging.
 - B. Twenty-five dollars per day meal allowance.
 - C. Transportation between the lodging facility and the sign-up point of the assignment.
3. Employees receiving entry rates will be paid at the same rate level currently applicable to them.
4. Employees recalled to the location where furloughed will be provided transportation to such location.
5. An employee accepting transfer must initially displace onto an open assignment or onto a vacant extra list position. Once arriving at the location where transferred, the employee must mark-up for service within 48 hours.
6. Compensation will be in accordance with Rule 16 (c) for all time spent qualifying.

7. This agreement may be cancelled by either party with 20 days advance notice.

If this properly reflects our understanding, please indicate your concurrence by signing in the space provided below.

Very truly yours,
(original signed by)
Larry C. Hriczak
Director-Labor Relations

I concur:
(original signed by)
R. E. Wiggins
General Chairman
Brotherhood of Locomotive Engineers

November 9, 1999

Mr. Mark B. Kenny
General Chairman-BLE
Cherry Tree Corporate Center
Suite 125
535 Route 38
Cherry Hill, NJ 08002

Dear Mr. Kenny,

This letter has reference to our discussions concerning the relocation of engineers in order to ease engineer shortages at certain crew bases. Amtrak may offer the following package to engineers at crew bases that have furloughed and/or excess protected engineers. Engineers who physically relocate their residence to an area with an engineer shortage will be entitled to and governed by the following conditions:

A. The Carrier will pay the cost of relocation as follows:

- 1) A \$2,500 advance payment, in addition to any other payment that may be applicable under this agreement. If an employee accepts this advance payment but does not relocate, the advance payment will be deducted from any monies due the employee. The Carrier will arrange to have the transfer allowance referred to herein issued two (2) weeks prior to the employee reporting to the new work location, provided the employee gives sufficient notification.
- 2) A lump sum transfer allowance based upon the shortest highway mileage from the old work location to the new work location as follows:

Mileage	Amount
Up to 449	\$5,000
450-899	\$5,500
900-1349	\$6,000
1350+	\$6,500

50% of the applicable lump sum amount called for by this Item will be paid when the employee actually relocates to the new work location; and provided the employee had continued to work or be available for work at the new work location; the remaining 50% will be paid in two installments at ninety (90) day intervals thereafter.

- 3) Once physically relocated, an employee who owned a mobile home at the former work location will be paid an additional \$3,000. A mobile home owner is defined as an employee who owns or is under contract to purchase a mobile home, which was occupied as a principal place of residence immediately prior to transfer. The employee must furnish evidence satisfactory to the Carrier to establish ownership of that mobile home.

- 4) Once physically relocated, an employee who owned a home at the former work location immediately prior to transfer will be paid an additional \$11,000. A homeowner is defined as an employee who owns or was under contract to purchase a home, which was occupied as a principal place of residence immediately prior to the transfer. The employee must furnish evidence satisfactory to the Carrier to establish ownership of that home.
- B. At a crew base(s) where there are furloughed and/or excess protected engineers, relocation benefits will be offered to engineers and offers will be accepted in seniority order.
- C. Engineers relocating under this agreement will be paid to qualify and locked into positions in the geographic service to which relocated for one (1) year, from the date fully qualified to work an assignment in that geographic service.

This agreement may be canceled by either party with twenty (20) days advance written notice. If this properly reflects our understanding, please indicate your concurrence by signing in the space provided.

Very truly yours,
(original signed by)
Larry C. Hriczak
Director-Labor Relations

I concur.
(original signed by)
Mark B. Kenny
General Chairman - BLE

January 19, 2000

Mr. Mark B. Kenny
General Chairman-BLE
Cherry Tree Corporate Center, Suite 125
535 Route 38
Cherry Hill, NJ 08002

Dear Mr. Kenny,

This has reference to our discussions concerning the November 9, 1999 Letter Agreement paragraph A. 4) pertaining to relocation of engineers.

It was our intent that engineers owning homes who accept offers to relocate under the November 9, 1999 Agreement, would sell their existing home and establish a permanent residence in the location to which relocated in order to qualify for the \$11,000 allowance. Based upon our most recent discussion, the following Questions and Answers may be helpful in clarifying paragraph A. 4).

Q1 Does an employee have to sell his/her house in order to qualify for the \$11,000 allowance?

A1 In order to qualify for the \$11,000 allowance, an employee must demonstrate their intention to permanently relocate their primary residence to the new location. The sale of their existing house meets that requirement. Also, if unable to sell their house in the old location, the purchase of a primary residence in the new location may be considered meeting such requirement. Establishing residence in an apartment or other temporary living arrangements is not sufficient.

Q2 What proof is required to validate the sale or purchase of the house?

A2 A copy of the final sale or purchase agreement, or similar records documenting the actual sale or purchase of the house. If the foregoing is acceptable to the Organization, please sign where indicated and return one original to me for implementation.

Very truly yours,
(original signed by)
Larry C. Hriczak
Director-Labor Relations

I concur.
(original signed by)
Mark B. Kenny
General Chairman - BLE

Date