

SYNOPSIS – Proposed Amtrak Agreement

ARTICLE I - Wages: No lump sums, all GWI with full retroactive pay

- 1.25% effective July 1, 2015
- 1.5% effective July 1, 2016
- 1.5% effective July 1, 2017
- 2.75% effective July 1, 2018
- 3% effective July 1, 2019
- 3.75% effective July 1, 2020
- 3.75% effective July 1, 2021

18.83% compounded over the life of the contract

In summary, the proposed contract provides for an immediate pay increase of 4.31% upon implementation, with an additional 2.75% on July 1, 2018 for a compounded increase in 2018 of 7.17%, with annual increases of 3%, 3.75% and 3.75% thereafter.

Retroactive:

- 1.25% for July 1, 2015 to June 30, 2016
- 2.77% for July 1, 2016 to June 30, 2017
- 4.31% from July 1, 2017 until implementation of the new rates prior to July 1, 2018

Assuming an April 1, 2018 date for implementation of the new rates, an employee with an average of \$75,000 in annual income will receive approximately \$5,439.00 in retroactive pay, \$100,000 in annual income would receive approximately \$7,252.00 and income of \$125,000 would receive approximately \$9,065.00.

ARTICLE II - Health Care:

- Monthly contribution is frozen at \$228.00
- Establishes AMPLAN 1A, a lower cost alternative for members. Open to current employees on a voluntary basis. Employees hired after 1/1/19 will participate in this plan for the first five years of employment
- Telemedicine – doctors available 24/7 with same co-pay as primary care physician
- Addition of Aetna’s High Performance Network
- Establishes a fixed 24-month period for continuation of coverage for both member and family when a member ceases to render compensated service due to illness or injury

Other modifications to plan design include the addition of an Opioid Control Program, changes to the administration of the prescription drug benefit and a revision of coverage for employees deemed to be “Amtrak couples”.

Article III – Military Service:

- Provides for up to 120 hours of make whole for pay lost due to military service