



**Consolidated Rail System Federation
Brotherhood of Maintenance of Way Employees Division
International Brotherhood of Teamsters**

Thomas J. Nemeth, General Chairman
58 Grande Lake Drive, Ste #2
Port Clinton, OH 43452-1450
Phone: 419-734-9811 Fax: 419-734-7267

May 19, 2014

Re: Details of Implementing Agreement between the BMWED and Keolis

Brothers and Sisters Who Are Members of Lodges 160, 201 and 987:

On May 5, 2014, a coalition consisting of ARASA, BMWED, BRS, IAM, IBB, NCF&O, SMART-Mechanical, TCU-Carmen, TCU-Clerks and TWU negotiated an implementing agreement with Keolis Commuter Services (KCS) that provides for the transfer of all MBCR employees represented by these Unions to KCS with full seniority rights and no change in existing rates of pay, rules and/or working conditions.

The agreement provides the following benefits and obligations:

- Ø Agreement rules, pay rates and medical insurance – including cost-sharing – are unchanged.
- Ø All employees currently working for MBCR will be offered positions with KCS in seniority order and will retain all seniority that you currently hold with MBCR.
- Ø Employees accepting employment with KCS will start in the same position they currently hold on MBCR.
- Ø Employees must fill out a form authorizing MBCR to disclosure to KCS certain information currently held by MBCR. The disclosure items are primarily related to setting up payroll, 401(k) accounts and other employment related benefits. The disclosure also will allow a carryover of existing certifications and qualifications.
 - o Employees are not subject to pre-employment physical examinations
 - o All FRA and NORAC certifications are carried over
 - o Only those employees in government mandated random drug testing pools and those employees in a Rule G waiver situations are required to take drug and alcohol tests
- Ø Employees who are out sick or disabled or on other leaves of absence have a right to employment with KCS when physically able to return to work or when their leave of absence expires.
- Ø Members who have retired from MBCR and are receiving early retiree health insurance benefits from MBCR will continue to receive the same insurance benefits from KCS until eligible for Medicare.
- Ø Employees transferring to KCS will receive a signing bonus of \$1,250.00 no later than July 31, 2014.
- Ø Section 6 bargaining with KCS begins on July 1, 2014.

Additionally, there is an **optional short term agreement** providing for wage increases and an additional personal day available for each union to adopt pursuant to its internal rules. Those terms are:

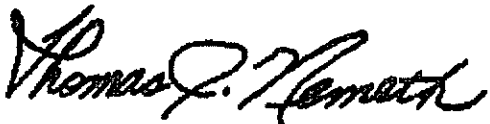
- Ø 3.0% general wage increase effective July 1, 2014.
- Ø 2.5% general wage increase effective July 1, 2015.
- Ø One additional personal leave day for all MBCR employees on rosters as of May 5, 2014.
 - o Thereafter, new hires will receive one personal leave day after 5 years' of service and thereafter receive an additional paid personal leave day pursuant to the terms of the existing CBA.
- Ø No change to rules or cost-sharing until at least July 1, 2016 when Section 6 bargaining can resume.

The BMWED has elected to adopt this option through the ratification procedure. **If this option is ratified, employees of the BMWED will not receive the \$1,250.00 signing bonus. If this option fails ratification, the members of the BMWED are bound by the original implementing agreement and will receive the \$1,250.00 signing bonus and begin Section 6 bargaining on July 1, 2014.**

For clarification, the ballot you are receiving is a vote solely for the "optional short term agreement". It is the recommendation of this office that you vote in favor of this short term agreement.

In order for your ballot to be counted it **must be received** no later than June 9th, 2014 and must be placed in the envelope provided. Please allow mailing time for your ballot to be received on time and counted. Also, no additional markings are to be made on the ballots other than **one** check mark either for "yes" or for "no". Any other markings will render the ballot void and it will **not** be counted.

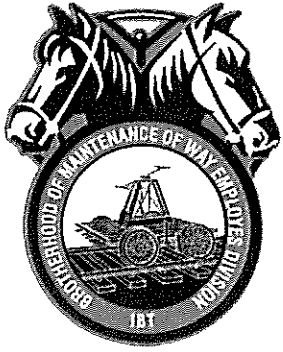
In solidarity,



Thomas J. Nemeth

General Chairman CRSF

cc: P Kilgallon



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Thomas J. Nemeth, General Chairman
58 Grande Lake Drive, Ste #2
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Phone: 419-734-9811 Fax: 419-734-7267

June 11, 2014

David Mitrou
General Counsel and
Director of Labor Affairs
470 Atlantic Avenue
Boston, MA 02110

Dear Mr. Mitrou:

Please be advised that the Tentative Agreement entered into by and between Keolis Commuter Rail and the Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters has been ratified by the Membership.

Our Organization anticipates a long and successful working relationship as we move forward. It is always the goal of our Organization to work together on any issues in a fair and equitable manner.

Consider this letter a request that our team meet with your staff in the near future to discuss the future of KCR and the BMWED.

Sincerely yours,

Thomas J. Nemeth
General Chairman CRSF

c: F Simpson - President BMWED of IBT
P Geller - Secretary/Treasurer BMWED of IBT
H Wise, Jr - Vice President Northeast Region
D Griffin - Director of Strategic Coordination and Research
R Edelman, Esq
P Kilgallon, Assistant General Chairman
T Garrity, President Lodge 160
A Bossi, President Lodge 201
S Brown, President Lodge 987

Change in Hourly Rate of Pay For BMWED
Tentative Agreement – MBCR and BMWED
Based on Full Rate and 40-hour workweek (excluding OT)

Effective Date	Wage Increase	Monthly HI Cont	B&B Foreman		Track Foreman		B&B Mechanic		Machine Operator A		Trackman		Truck Driver A		Welder	
			Gross Wage	Net of HI Cont.	Gross Wage	Net of HI Cont.	Gross Wage	Net of HI Cont.	Gross Wage	Net of HI Cont.	Gross Wage	Net of HI Cont.	Gross Wage	Net of HI Cont.	Gross Wage	Net of HI Cont.
July 1, 2008			\$24.59	\$24.59	\$24.06	\$24.06	\$22.01	\$22.01	\$22.97	\$22.97	\$19.99	\$19.99	\$22.01	\$22.01	\$22.48	\$22.48
Jan. 1, 2009		\$40.00	\$24.59	\$24.36	\$24.06	\$23.83	\$22.01	\$21.78	\$22.97	\$22.74	\$19.99	\$19.76	\$22.01	\$21.78	\$22.48	\$22.25
July 1, 2009	2.00%	\$40.00	\$25.08	\$24.85	\$24.54	\$24.31	\$22.45	\$22.22	\$23.43	\$23.20	\$20.39	\$20.16	\$22.45	\$22.22	\$22.93	\$22.70
Jan. 1, 2010		\$50.00	\$25.08	\$24.79	\$24.54	\$24.25	\$22.45	\$22.16	\$23.43	\$23.14	\$20.39	\$20.10	\$22.45	\$22.16	\$22.93	\$22.64
July 1, 2010	2.00%	\$50.00	\$25.58	\$25.23	\$25.03	\$24.88	\$22.90	\$22.55	\$23.90	\$23.55	\$20.80	\$20.45	\$22.90	\$22.55	\$23.39	\$23.04
Jan. 1, 2011		\$70.00	\$25.58	\$25.18	\$25.03	\$24.83	\$22.90	\$22.50	\$23.90	\$23.50	\$20.80	\$20.40	\$22.90	\$22.50	\$23.39	\$22.99
July 1, 2011	2.50%	\$80.00	\$26.22	\$25.76	\$25.68	\$25.20	\$23.47	\$23.01	\$24.50	\$24.04	\$21.32	\$20.88	\$23.47	\$23.01	\$23.97	\$23.51
Jan. 1, 2012	1.00%	\$90.00	\$26.48	\$25.98	\$25.92	\$25.40	\$23.70	\$23.18	\$24.75	\$24.23	\$21.53	\$21.01	\$23.70	\$23.18	\$24.21	\$23.69
July 1, 2012	2.50%	\$100.00	\$27.14	\$26.56	\$26.57	\$25.99	\$24.29	\$23.71	\$25.37	\$24.79	\$22.07	\$21.49	\$24.29	\$23.71	\$24.82	\$24.24
Jan. 1, 2013	2.00%	\$100.00	\$27.68	\$27.10	\$27.10	\$26.52	\$24.78	\$24.20	\$25.88	\$25.30	\$22.51	\$21.93	\$24.78	\$24.20	\$25.32	\$24.74
Jun 30, 2013	2.80%	\$100.00	\$28.46	\$27.88	\$27.86	\$27.28	\$25.47	\$24.89	\$26.80	\$26.02	\$23.14	\$22.56	\$25.47	\$24.89	\$26.03	\$25.45
Increase Over Term Including Training Allowance			15.7%	13.4%	15.8%	13.4%	15.7%	13.1%	15.8%	13.3%	15.8%	12.9%	15.7%	13.1%	15.8%	13.2%
Increase Per Year Including Training Allowance			20.8%	18.5%	21.0%	18.6%	21.4%	18.8%	21.2%	18.7%	22.0%	19.1%	21.4%	18.8%	21.4%	18.8%
			3.0%	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%	2.5%	3.0%	2.5%
			3.9%	3.4%	3.9%	3.5%	4.0%	3.5%	3.9%	3.5%	4.1%	3.6%	4.0%	3.5%	3.9%	3.5%
Back Pay To June 1, 2011			\$2,906	\$2,847	\$2,847	\$2,806	\$2,612	\$2,612	\$2,729	\$2,376	\$2,376	\$2,612	\$2,612	\$2,612	\$2,671	\$2,671
COLA Paid (\$.33)			(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)	(\$806)
Reiro Health Ins. Contribution			(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)	(\$1,490)
Lump Sum Signing Bonus			\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Estimated Net Back Pay to 6/1/11 Including Bonus			\$2,610	\$2,551	\$2,551	\$2,551	\$2,316	\$2,316	\$2,433	\$2,080	\$2,080	\$2,316	\$2,316	\$2,316	\$2,375	\$2,375
Total Value Over Term of Contract Net of HI Cont.			\$11,763	\$11,545	\$11,545	\$11,545	\$10,453	\$10,453	\$11,015	\$9,445	\$9,445	\$10,453	\$10,453	\$10,453	\$10,724	\$10,724

Note: Total value includes Safety Training Allowance and retained COLA (28 cents for 6 months).



**Brotherhood of Maintenance of Way Employees Division
of the International Brotherhood of Teamsters**

Memorandum

To: Edward Long III, General Chairman – CRSF
From: Michelle Osborne
Date: August 31, 2015
Re: Rates of Pay

We have started the process of calculating National Division dues rates for 2016. Please furnish a list of all straight time rates of pay for your members for the year **2014**. If you have a chart listing pay rates in your agreement that would be very helpful. The rates are needed for the following properties:

KEOLIS COMMUTER SERVICES

Please e-mail or fax the rates at your earliest convenience.

michelleo@bmwe.org
248-662-2659 – Fax