

ATTACHMENT A

Amend the current Engineers agreement between the Brotherhood of Locomotive Engineers and Trainmen and the Springfield Terminal Railway as follows:

Item 1. Change Section 3 Rates of Pay as follows:

Effective Jan. 1, 2015 all wages and allowances applicable to all the carriers employees covered by this agreement shall be increased by 6%.

Effective Jan 1, 2016 all wages allowances applicable to all the carriers employees covered by this agreement shall be increased by 6 %.

Effective Jan 1, 2017 all wages allowances applicable to all the carriers employees covered by this agreement shall be increased by 6 %.

Effective Jan 1, 2018 all wages allowances applicable to all the carriers employees covered by this agreement shall be increased by 6 %.

Effective Jan 1, 2019 all wages allowances applicable to all the carriers employees covered by this agreement shall be increased by 6 %.

Note: In the application of the wage increases established by this proposal, increases shall be retroactive to Jan.1, 2015 and uniformly applied to all pay elements including, cost-of-living allowances, arbitraries, student and or training rates, instructor rates and protective allowances.

Item 2. Amend Article 4 Cost of Living Allowance.

The scheduled general wage increases to be effective in the years 2016, 2017, 2018 and 2019 will be subject to adjustment in the event the increase in the general cost of living exceeds the scheduled general wage increase.

B. The basis for the determination of the increase in the general cost of living will be the "Consumer Price Index for Urban Wage Earners and Clerical Workers (Revised Series) (CPI-W) (1982-84=100)", U. S. Index, all items, as published by the Bureau of Labor Statistics, U. S. Department of Labor. For each general increase there will be a 12-month measurement period and a maximum adjustment.

C. The adjustment dates, measurement periods, and maximum adjustments are as follows:

Adjustment Measurement Maximum

Date Period Adjustment

Sept 1, 2016 Dec 2014 through Nov 2015 4.0%

Jan 1, 2017 Dec 2015 through Nov 2016 4.0%
Jan 1, 2018 Dec 2016 through Nov 2017 4.0%
Jan 1, 2019 Dec 2017 through Nov 2018 4.0%

D. At each adjustment date the percentage increase in the "Consumer Price Index" (CPI-W) during the applicable measurement period will be calculated. If that increase exceeds the scheduled general wage increase such general wage increase will be subject to adjustment. Such adjustment will be accomplished by increasing the scheduled general wage increase by the amount necessary, not to exceed the maximum applicable adjustment, to equal the increase in the "Consumer Price Index" over the measurement period.

E. Illustrative example of paragraph 4 application:

On Jan 1, 2016 a general wage increase of 6% is scheduled. If the percentage increase in the "Consumer Price Index" over the measurement period was equal to or less than 6% no adjustment is due. However if the increase in the "Consumer Price Index" over the measurement period has exceeded 6% an adjustment will be applied. If the increase was 6.5% an adjustment of .5% will be applied. If the increase was 10%, the maximum adjustment of 4% will be applied.

F. Adjustments made pursuant to the provisions of this section will roll into the general wage increase and will be further applied to all other pay elements and carried forward as the basis for the calculation of the next years scheduled general and overall wage increases.

Item 3. New Article 401 (k) Plan

Allow employees to contribute to Carrier 401 (k) plan and include a 50% Carrier match.

Item 4. Change Section Article 3 Rates of Pay.

Amend Article 3.2 to include all Engineers will receive Daily Skill/ Certification Differential.

Item 5. Change Article 17 Vacations

Change Article 17 Add a sixth week of vacation allowance and reduce service time to qualify for all vacation allowances.

Item 6. New Article Seniority Maintenance

Item 7. Change Article 16.1 to read 10 Personal Leave Days 10 sick days to be banked.

Item 8. Amend Article 42 to when current contract is ratified.

Item 9. Amend Article 27.3(g) to allow men on regular assignments to be recalled to extra list.

Item 10. Amend Article 7.1 to allow for engineers attending classes/examinations to be made whole for all lost time with a minimum of 8 hours. Engineers will be paid for return trip and not be required to mark up supplemental.

Item 10. Amend Article 26.2 All engineers in Road service will receive \$20.00 meal allowance. Amend 2nd meal to be \$12.00

Item 11. Add Any rested men to all calling procedure lists in Appendix B.