

special employee advisory

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Message from President Kummant on May 9 Retroactive Wage Payments

Dear Co-workers,

I am pleased to inform you that approximately 9,000 employees represented by several unions will receive retroactive wage payments this Friday. In accordance with the agreements reached with the unions, this payment represents 40 percent of the total retroactive adjustment.

In addition to the check or direct deposit notice, eligible employees will receive a customized summary statement that breaks down the calculation for the individual employee, and a comprehensive list of Frequently Asked Questions designed to provide answers about health care benefits deductions and other concerns employees may have regarding these calculations (I've attached a copy to this note).

The process associated with verifying the amount due to each employee is extremely complex and its magnitude is unprecedented for Amtrak. Teams of employees from the Finance, Information Technology, Human Resources and Labor Relations departments have worked diligently for months, analyzing 90 million lines of data related to each of the approximately 9,000 employees' work histories during a period of nearly six years.

Because of the complexity of the computation, I encourage you to thoroughly review the summary statement and the FAQs to help you understand what was included in the calculations. If you have questions that aren't already answered in those documents, we have established a temporary call center (the phone number is in the FAQs) designed to field employees' inquiries. Your inquiry will be logged and assigned a case number by the call center to initiate the review process.

Again, please keep in mind that this is an exceptional event for Amtrak and that the review process could take weeks, depending upon the issue and the volume of calls made. The sooner your call is received, the quicker your issue can be investigated and resolved.

Eligible employees represented by the following unions should receive the retroactive wage payment on May 9: Brotherhood of Maintenance of Way Employees; International Brotherhood of Electrical Workers; International Association of Machinists and Aerospace Workers; Brotherhood of Railroad Signalmen; Joint Council of Carmen, Helpers, Coach Cleaners and Apprentices; American Train Dispatchers Association; National Conference of Firemen and Oilers/Service Employees International Union; American Railway and Airline Supervisors Association (Maintenance of Equipment, Maintenance of Way), International Brotherhood of Boilermakers and Blacksmiths; and United Transportation Union Train Service.

Eligible employees represented by the Brotherhood of Locomotive Engineers and Trainmen and the Sheet Metal Workers International Association are scheduled to receive retroactive wage payments on May 30.

Sincerely,



Alex Kummant
President and CEO

**Please distribute at all safety meetings
and post on all employee bulletin boards.**



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