



Brotherhood of Locomotive Engineers and Trainmen

A Division of the Rail Conference of the International Brotherhood of Teamsters

General Committee of Adjustment AMTRAK / MBCR / CONNEX

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To All BLET Members:

This is in response to various questions from the Membership concerning the implementation of the new hourly rates and matters associated with Health & Welfare (H&W) benefit changes.

The new hourly rates of pay become effective May 1, 2008. Likewise Health & Welfare (H&W) benefit changes will become effective the same date. The schedule for implementation is as follows: 1) one-half of the employee H&W monthly contribution (\$166.25) will be deducted from the first pay period in May, 2) the second half of the monthly contribution will be deducted in the second pay period in May, 3) Union dues will be deducted in third pay period, and 4) forty percent (40%) of the retroactive wage recovery will be paid in the last pay period in May.

Furthermore, the Agreement provides a means whereby employees may "opt-out" of Amtrak's medical plan coverage, provided it is certified in writing that medical coverage under another group health plan or health insurance policy is in effect. Members who opt-out of the medical plan will not be required to make monthly contributions. If you exercise the opt-out election, medical coverage will no longer be provided through Amtrak (which includes medical, prescription drug, and mental health/substance abuse benefits). However, coverage under the Amtrak dental and vision plans will be retained provided the eligibility requirements of those plans are satisfied. Members who opt-out may re-enroll in Amtrak's medical plan during the annual enrollment in the fall or if medical coverage under another plan is lost and proof of that loss of coverage is provided to Amtrak. Members may also elect to opt-out if covered by their spouse under the Amtrak medical plan.

Those electing to opt-out of Amtrak medical coverage must do so no later than May 16, 2008 by completing the Opt-Out of Medical Coverage Form and faxing it to the Amtrak Benefits Service Center at 515-875-0599. The effective date for those opting-out, as such, is June 1st. Members wishing to opt-out of the plan effective May 1, 2008, may do so. However, the Opt-Out Form must be sent and received by the Benefits Center, at the number shown above, no later than April 30, 2008.

Members having additional questions related to benefit changes may also contact the Amtrak Benefits Service Center at 800-481-4887 for more information.