

Hillside Maintenance Complex  
93-59 183 Street  
Hollis, NY 11423

Helena E. Williams  
President



March 25, 2011

International Brotherhood of Electrical Workers  
Mr. Ricardo Sanchez, General Chairman  
141 Waverly Avenue  
Patchogue, New York 11772

Dear Mr. Sanchez:

This will confirm the understanding reached on February 9, 2011, with my representatives, Eileen Rodriguez, Steve Casali and Antonia Micheletti.

When an electrician who is not listed as being qualified makes application (bids) for a Hi-Tech Diesel Locomotive Electrician position, the procedure as set forth below will be followed:

1. The electrician awarded the position will be taking two separate tests:
  - a) The Basic Electronics Test as outlined in item 4.  
(Previously called Electronics Shop Qualification Test)
  - b) The Diesel High-Tech Test, as outlined in item 9.
2. As soon as it is determined by the M of E Department that an unqualified applicant will be awarded a position in the Diesel Shop, each applicant who has not already received one will be given a copy of the book entitled "Getting Started in Electronics," for the Basic Electronics Test and a copy of this Agreement. Notification of where a copy of the aforementioned handouts can be obtained will be included in the Job Description posted on the bulletin.
3. Each applicant will be given the Basic Electronics Test consisting of three (3) parts as set forth. In items 4(a), (b) and (c), tests will be conducted after employee reports to the Diesel Shop and has physically completed five (5) working days. Employee will be tested on sixth working day unless parties mutually agree to extend testing period. Applicant will be notified of testing requirement in the Job Description posted on the bulletin.

The Carrier will develop the Basic Electronics Test and have sole discretion as to its contents and may from time to time change it to reflect the current electronic technology. The Organization will be notified when such changes are made.

4. **Basic Electronics Test:** Each applicant will be allowed one (1) eight (8) hour tour of duty in which to complete the three (3) part test, as outlined in item 4(a), (b) and (c).

(a) Written Test – (40 % of total grade, 4 hours time allotted.)

Applicant will first be required to take one (1) of five (5) written tests which will consist of twenty (20) questions, each worth five (5) points. The IBEW representative will select, by lottery, which of the five (5) tests the applicant will take. (Note: The passing of the written test will be accepted for all three areas Electronics/Plant Maintenance/Diesel.) If the candidate does not pass practical, employee will be considered disqualified for 2 years and would have to retake written exam again to begin the qualification process.

(b) Assembly and Soldering Test – (30% of total grade, 2 hrs. time allotted.)

Applicant will be given a blank circuit board and electronic components. The applicant will be required to mount each of the components on this circuit board correctly soldered, based on color code and component value. Color code and component value 50%, soldering 50%.

(c) Instrument and Schematic Test – (30% of total grade, 2 hrs. time allotted.)

Applicant must have a working knowledge of either a 260 Simpson or a digital meter. Each applicant will be required to read one (1) of four (4) schematics, identifying components and explaining their basic function. The IBEW representative will select, by lottery, which of the four (4) schematics the applicant will be required to read. Schematics will be from current LIRR Diesel equipment. Instrument 50%, schematic 50%.

(d) Any remaining time from the eight (8) hour period referred to in Item 4, can be used to review any or all parts of the qualifying test.

5. The combined passing mark for each test set forth in items 4(a), (b) and (c) will be 70%. Grading will not be accomplished until all parts of test have been completed and reviewed by employee.
6. On the successful completion of the Basic Electronics Test (passing grade) the Training Department will issue the applicable Diesel manuals and schematics. A familiarization class will be provided on applicable diesel equipment and schematic reading at a Diesel training facility.
7. The electrician would then be required to take the Diesel High-Tech Test at approximately 30 days from the award of the position. The applicant will be required to take the Diesel High-Tech Test, consisting of two (2) parts, a written test and a schematic and practical test in the Diesel area including basic computer skills as set forth in item 9.
8. Applicant and Organization will be given two (2) working days' notice of the test date.



9. **Diesel High-Tech Test:** Applicant will first be required to take one (1) of five (5) written tests which will consist of five (5) written questions, each worth up to fifteen (15) points each and 1 practical test question using schematics on a locomotive worth twenty five (25) points.
  - (a) The IBEW representative will select, by lottery, which of the five (5) tests the applicant will take. Should no representative be available, the Carrier will select which test will be administered in the same manner described above.
  - (b) Written Test – (75 % of total grade, 4 hours time allotted.)
  - (c) Schematic and Practical Testing – (25% of total grade, 4 hours time allotted.)
  - (d) Applicant will be allowed a total of eight (8) hours in which to complete and pass both portions of this test.
10. An IBEW Representative will be available from the Diesel Shop should an applicant raise a question with respect to the exam.
11. A total of 75 points is required for a passing grade.
12. Qualification - Upon successful completion of these tests, each applicant will remain on their awarded position and have their name placed on the Diesel qualified list.
13. A 15- month lock in period will begin after the successful completion of the practical exam. Newly qualified Hi-Tech Diesel Electricians will not be permitted to bid Electronics Shop/Plant Maintenance while under Diesel lock in.
14. If an employee in Diesel Hi Tech position is bumped and under lock in, the employee has the obligation to bump a Diesel Hi Tech position if available or bid all Diesel Hi-tech advertisements until the lock in is complete. The employee does not have an obligation to bid or bump into the Electronics Shop/Plant Maintenance areas.
15. If the Electrician fails to qualify for this position, the applicant will be disqualified and assigned to an open position consistent with Rule 22 of the Controlling Agreement. Disqualification will last for two years upon at which time the employee may make application to an advertised position and if the employee is awarded, he may begin the qualification process again. Employees will be given the opportunity to take the practical tests one additional time if disqualified the second time. Employees will be permanently disqualified after three unsuccessful attempts at qualification.

16. Each area (Electronics Shop/Plant Maintenance and Diesel) will have its own practical exam and lock in period.
17. In addition, the following circumstances hold true:
- a.) If an employee passes the written exam and qualifies in the Electronics Shop, the employee may bid/bump in the Electronics Shop or PEMD.
  - b.) If an employee qualifies in the Plant Maintenance area, the employee may bid in either the Electronics Shop or Plant Maintenance, but must have passed Electronics practical to bump in the Electronics Shop.
  - c.) If an employee qualifies in Diesel they are obligated to Diesel Hi-Tech as long as under lock-in. If there is no Diesel Hi-Tech position available, they may only bump PEMD or Electronics if they have passed the practical in those locations. Employees are not obligated to bid or bump other Electronic areas.
  - d.) If an employee qualifies in the Diesel area, the Carrier may only hold the employee to bump and bid in the Diesel area during the lock-in period.

It is understood the aforementioned satisfies Rule 19 (a) of the Controlling Agreement to "jointly establish qualifications."

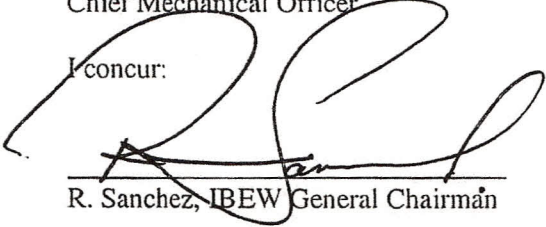
Should you concur, please sign in the space provided below returning the original for our records.

Sincerely,



Michael Gelormino  
Chief Mechanical Officer

I concur:



R. Sanchez, IBEW General Chairman

  
Date