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Long Island Rail Road

May 12, 2011

Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers
141 Waverly Avenue
Patchogue, NY 11772

RECEIVED

MAY 16 2011

IBEW L.U. 589

Re: M-3 Task Force Electrician

Dear Mr. Sanchez:

This letter will memorialize our agreement to establish one additional high rated Electronic Technician- Electrician group in accord with our current agreement for both the Electronic Shop and the Diesel Fleet.

LIRR has a need to establish a group of Electricians that has a particular expertise in the M-3 Fleet and to lock the employees into these positions for a period of time, in order to maintain that fleet in the most cost effective and efficient manner possible. The group will be made up of approximately eight (8) Electricians/Electronic Technicians who are approved/qualified by the LIRR to perform the work. LIRR reserves the right to modify the number of Electricians in the group at any time, and will give thirty day's notice in writing to the Union if the group is to be abolished.

The 100% hourly rate of pay for working in the group will be the same as the other high rated Electrician titles working as Electronic Technicians with the Diesel Fleet and the Electronic Shop, i.e., \$31.804. This rate of pay will only be applicable once the employee has passed all the below stated requirements for entry into the group.

Those employees who bid into the group will receive training materials and must pass a series of exams both written and practical in order to be selected for the group.

Each applicant for the group will be given access to the M-3 Training Department Guides for the M-3 Equipment and a copy of this agreement when the positions are posted. They will be informed that they must pass an M-3 written skills test (25 questions, 3 points each, one (1) schematic exam, and a practical exam in the shop).

An applicant who has completed five (5) days of work in the HMC Car Shop will be given the written test and the schematic test on the sixth working day. This time period will not be extended without mutual consent.

LIRR will develop the M-3 test including a schematic test, and will seek input from the IBEW prior to implementation. The test may be updated from time-to-time with review and input from the IBEW.

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Each applicant will be allowed one, eight hour tour of duty in which to complete the two part test as follows:

- Written Test – (75% of total grade, 4 hours time allotted)
The applicant will be required to take one of four written tests, each of which will consist of 25 questions, each worth 3 points. The IBEW representative will select, by lottery, which of the 4 tests an applicant will take.
- Schematic Test – (25% of total grade, 4 hours time allotted)
Each applicant will be required to read one of four schematics, identifying components and explaining their basic functions. Schematics will be from current LIRR M-3 equipment.

In order to continue in training, the applicant must receive a combined passing score of 70% from the written and schematic test.

Upon successful completion of these testing requirements, the applicant will begin hands-on training within the HMC Car Shop. Candidates will be given a task card of M-3 trouble shooting and maintenance procedures. Based upon these tasks, applicants will receive training on how to perform the troubleshooting and maintenance on the M-3 fleet.

Within 20 to 25 days of passing the written and schematic testing requirements, the applicant will be required to take the M-3 practical test. The applicant will be required to successfully complete 5 maintenance tasks or troubleshooting tasks for which they have already been trained.

The applicant and the Union will be given two working day's notice of the test date.

An IBEW representative will be available from the Car Shop should an applicant raise a question with respect to the exam.

Upon successful completion of the M-3 practical test, the applicant will commence working in the group and receiving the higher rate of pay as set forth herein.

The Electrician who bids into the group and passes all testing requirements as described above will be locked into this position for 15 months from successful completion of all testing requirements and will not be allowed to bid for other open positions. During this period, the employee cannot be bumped out of his/her position in the group by a senior employee.

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The locked-in group can be assigned to perform work outside of the M-3 Fleet work as needed without a loss of pay. Similarly, employees from outside the locked-in group can be utilized to perform work on the M-3 fleet based upon the needs of service, and will receive their regular rate of pay, not the rate paid to the electricians who are locked-in.

It is agreed that the testing and training provisions as set forth here satisfy the requirements of Rule 19 (a) of the parties' collective bargaining agreement.

If an applicant fails to pass the testing requirements at any stage of the training, he/she will be deemed disqualified and assigned to an open Electrician position consistent with Rule 22 of the collective bargaining agreement.

Disqualification will last for two years after which the employee may make application to an advertised position and if the employee is awarded the position, he/she 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 these three unsuccessful attempts at qualification.

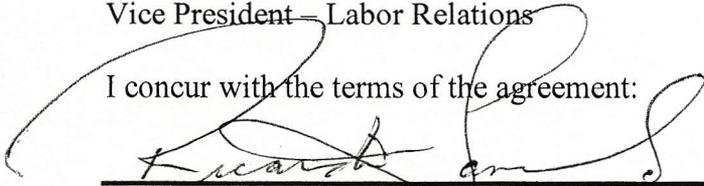
Please indicate your concurrence by signing below.

Sincerely,



Michael D. Chirillo
Vice President - Labor Relations

I concur with the terms of the agreement:



Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers

May 13, 2011
Dated

cc: M. Gelormino
D. Cleary
B. Jenkins
R. Agritelley
L. Kane
K. Layne