



VIA ELECTRONIC AND FIRST-CLASS MAIL

July 7, 2022

Mr. Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers
38B Church Street
Patchogue, NY 11772

Re: New Title: Electrician HMCCS M-3 Electronics Technician M of E

Dear Mr. Sanchez:

This letter will memorialize our agreement to establish a new title in the Hillside Maintenance Complex Car Shop ("HMCCS") in order to meet the needs of service.

Carrier has a need to establish this new title which will have a particular expertise in the M-3 Fleet with a lock-in period of 15 months in order to provide cost effective and efficient fleet maintenance. It is projected that this title will consist of four (4) Electrician HMCCS M-3 Electronics Technicians who are approved/qualified by the LIRR to perform the work. LIRR reserves the right to modify the number of Electricians in this particular title at any time and will give thirty (30) days' notice in writing to the Union if the group is to be abolished.

The 100% hourly rate of pay for the "Electrician HMCCS M-3 Electronics Technician M of E" will be \$42.454 with a 100% night differential of \$1.772. This rate of pay will only be applicable once the employee has passed all the below stated requirements for entry into the group and applicants will commence working in this title beginning at the particular step of the wage progression he/she is in and progressing to the 100% hourly rate of pay (\$42.454 as well as \$1.772/hour night differential) both subject to any applicable contractual wage increases/wage progressions.

Those employees who bid into this title will receive training materials and must pass a series of exams, both written and practical, in order to qualify.

Access to the M-3 Training Department Guides for the M-3 Equipment and a copy of this agreement will be available when the positions are posted. Applicants will be informed that they must pass an M-3 written skills test (twenty-five (25) questions, three (3) points each, one (1) schematic exam and a practical exam in the shop).

The agencies of the MTA

MTA New York City Transit
MTA Long Island Rail Road

MTA Metro-North Railroad
MTA Bridges and Tunnels

MTA Construction & Development
MTA Bus Company

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.

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

Each applicant will be allowed one, eight (8)-hour tour of duty in which to complete the two (2)-part test as follows:

- Written Test – (75% of total grade, four (4) hours time allotted)
The applicant will be required to take one (1) of four (4) written tests, each of which will consist of 25 questions, each worth three (3) points. The IBEW representative will select, by lottery, which of the four (4) tests an applicant will take.
- Schematic Test – (25% of total grade, four (4) hours time allotted)
Each applicant will be required to read one (1) of four (4) current M-3 equipment schematics, identifying components and explaining their basic functions.

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 and successfully complete five (5) maintenance tasks or troubleshooting tasks for which they have already been trained.

The applicant and the Union will be given two (2) working days' 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 employee will commence working in the "Electrician HMCCS M-3 Electronics Technician M of E" title and receive the higher rate of pay subject to any contractual wage increases/wage progressions. Electricians Vincent Camilliti IBM #54382, George Maimo IBM # 57350 and Melad Ecladuos 56937 will be considered fully qualified incumbents who have met the requirements of the agreement and upon bidding of these

positions will be responsible to train new unqualified employees who bid and are awarded advertised positions.

In the event that an incumbent in the new title should vacate his/her position, said position will be re-advertised and applicants will commence working in this title beginning at the particular step of the wage progression he/she is in and progressing to the 100% hourly rate of pay (\$42.454 as well as \$1.772/hour night differential) both subject to any applicable contractual wage increases/wage progressions.

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

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.

An applicant who has failed the testing requirements will be prohibited from reapplying for a period of two (2) years from the date of the failed test. Only after the two (2) years will the employee be considered eligible to re-apply for this title. After failing twice, the Electrician will be deemed permanently disqualified from bidding into the "Electrician HMCCS M-3 Electronics Technician M of E" positions.


Please indicate your concurrence by signing below.

Sincerely,



Kelli Coughlin
Deputy Chief Labor Relations Officer

I Concur:


Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers

7/7/2022
Date

cc: C. Daly, B. Jenkins, J. Mehm, S. O'Connor, L. Ramsaroop, R. Koven, J. Tinghino,
L. Kane, K. Layne